

racism without racists

racism without racists is a concept that challenges traditional understandings of racial prejudice and discrimination. Today, explicit racism is widely disapproved of, yet deep inequalities and discriminatory attitudes persist in society. This article explores how racism can exist without individuals identifying as racists or expressing overtly racist beliefs. We examine the origins of the term, key features of subtle racism, and its impact on social structures, employment, education, and daily life. By analyzing the mechanisms that allow racism to operate under the surface, we shed light on the importance of recognizing disguised forms of bias. Readers will find practical examples, insights into color-blind racism, and strategies for addressing these issues in both personal and institutional settings. This comprehensive guide is designed to inform and empower readers, fostering a deeper understanding of racism without racists and its relevance in modern society.

- Understanding the Concept of Racism Without Racists
- The Origins and Development of the Term
- Main Features of Racism Without Racists
- Color-Blind Racism and Its Effects
- Real-World Examples in Modern Society
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Understanding the Concept of Racism Without Racists

Racism without racists refers to the persistence of racial inequalities and discriminatory practices in societies where explicit racism is no longer socially acceptable. This concept highlights how systemic racism can be perpetuated by individuals who do not consciously harbor racist beliefs or intentions. Instead, discriminatory outcomes often arise from everyday behaviors, institutional policies, and cultural norms that appear neutral but ultimately maintain racial disparities. By understanding this phenomenon, it becomes possible to identify the subtle, often invisible, mechanisms that drive ongoing inequality. Recognizing racism without racists is essential to developing effective solutions for a more just and inclusive society.

The Origins and Development of the Term

The phrase “racism without racists” was popularized by sociologist Eduardo Bonilla-Silva in his influential work on contemporary racial dynamics. Bonilla-Silva observed that, despite the decline of overt racist attitudes and language, racial inequality continued to persist across many aspects of society. His research demonstrated that many individuals deny personal prejudice while simultaneously upholding practices and beliefs that reinforce racial hierarchies. The term encapsulates the transformation of racism from explicit acts of bigotry to more subtle, indirect forms that are embedded within social structures. Understanding the historical context of racism without racists provides valuable insight into how prejudice has evolved over time.

Main Features of Racism Without Racists

Racism without racists is characterized by several distinctive features that differentiate it from traditional forms of racism. These include subtlety, denial of intent, reliance on seemingly race-neutral language, and the perpetuation of racial disparities through everyday actions and policies.

Subtle and Indirect Discrimination

Unlike overt racism, which is explicit and intentional, racism without racists operates in more covert ways. It often manifests through microaggressions, coded language, and unconscious biases that influence decisions and interactions. These subtle forms of discrimination are harder to detect and challenge, making them particularly insidious.

Denial of Racism and Personal Responsibility

A key feature of racism without racists is the widespread denial of racism as a problem or the rejection of personal responsibility. Individuals may claim to be “not racist” or insist that they “don’t see color,” thereby absolving themselves from confronting their own biases or considering the impact of their actions. This denial serves to maintain the status quo by discouraging critical examination of discriminatory systems.

Use of Race-Neutral or Color-Blind Language

Modern expressions of racism often rely on language that appears neutral or color-blind. Phrases like “I treat everyone the same” or “we’re all equal” are used to dismiss the reality of racial inequality. While these statements may seem progressive, they can actually obscure and perpetuate existing disparities by ignoring the unique challenges faced by marginalized groups.

Color-Blind Racism and Its Effects

Color-blind racism is a central component of the racism without racists framework. It refers to the

belief that ignoring or minimizing racial differences will lead to a more equitable society. In practice, however, color-blindness often results in the dismissal of legitimate concerns about discrimination and the perpetuation of structural inequalities.

Common Frames of Color-Blind Racism

- **Abstract Liberalism:** Emphasizing individual choice and equal opportunity while ignoring systemic barriers.
- **Naturalization:** Attributing racial patterns to natural preferences or tendencies rather than social factors.
- **Cultural Racism:** Blaming cultural differences for inequality instead of addressing historical and structural causes.
- **Minimization of Racism:** Downplaying the significance of ongoing discrimination or claiming that racism is no longer a major problem.

Consequences of Color-Blind Ideologies

Color-blind approaches can undermine efforts to address racial injustice by making it difficult to recognize or discuss the realities of discrimination. They can also contribute to the maintenance of privilege and inequality by shifting focus away from systemic solutions and placing responsibility on individuals to overcome obstacles alone.

Real-World Examples in Modern Society

Racism without racists is evident in many aspects of contemporary life, from education to employment and beyond. These real-world examples illustrate how racial disparities can persist even in the absence of explicit prejudice.

Disparities in Education

Despite the formal end of segregation, schools in many regions remain highly unequal. Funding gaps, disciplinary practices, and tracking systems often disadvantage students of color, leading to lower graduation rates and limited access to advanced courses. These outcomes are rarely attributed to intentional racism but are nonetheless shaped by policies and practices rooted in historical inequality.

Workplace and Employment Inequality

Hiring, promotion, and compensation practices can perpetuate racial disparities even when employers claim to prioritize diversity. Studies show that resumes with traditionally white-sounding names receive more callbacks than those with non-white names, despite identical qualifications. Subtle biases in performance evaluations and networking opportunities also contribute to persistent gaps in workplace advancement.

Housing and Neighborhood Segregation

Residential segregation remains a significant driver of racial inequality. Zoning laws, lending practices, and real estate policies have long favored white neighborhoods, resulting in disparities in access to resources, schools, and job opportunities. These patterns are maintained through seemingly neutral market mechanisms that rarely acknowledge their discriminatory origins.

The Impact on Social and Institutional Structures

Racism without racists shapes social and institutional structures by embedding inequality into the fabric of daily life. This impact can be observed in multiple domains, including the criminal justice system, healthcare, and political representation.

Criminal Justice and Policing

Disproportionate rates of arrest, sentencing, and incarceration among communities of color are frequently justified by “race-neutral” policies or explanations. However, these disparities reflect deeper biases and historical patterns of discrimination that continue to influence law enforcement and judicial decisions.

Healthcare Disparities

Access to quality healthcare and health outcomes are often stratified along racial lines. Implicit bias among healthcare providers, lack of insurance, and unequal distribution of resources contribute to worse outcomes for marginalized groups, even when no explicit racist intent is present.

Strategies to Recognize and Address Subtle Racism

Effectively combating racism without racists requires a multi-faceted approach that addresses both individual attitudes and systemic practices. Awareness, education, and intentional action are key to fostering meaningful change.

Raising Awareness and Education

- Encourage open conversations about race and privilege in schools, workplaces, and communities.
- Provide training on recognizing unconscious bias and microaggressions.
- Promote historical understanding of systemic racism and its ongoing effects.

Institutional and Policy Reforms

- Review and revise organizational policies to address hidden sources of bias.
- Increase transparency and accountability in hiring, promotion, and disciplinary processes.
- Implement targeted programs to close racial gaps in education, employment, and healthcare.

Personal Reflection and Accountability

- Encourage individuals to examine their own beliefs and behaviors for implicit biases.
- Support allyship and advocacy for marginalized groups.
- Foster environments where feedback and learning about racism are normalized.

Conclusion

Racism without racists reveals how contemporary societies can maintain racial inequality without overt prejudice or intentional discrimination. By understanding this concept and recognizing its manifestations, individuals and institutions can take meaningful steps to dismantle subtle forms of bias. Addressing racism without racists requires ongoing commitment, critical self-examination, and the courage to challenge established norms for the benefit of a more equitable future.

Q: What does the phrase "racism without racists" mean?

A: The phrase "racism without racists" refers to the persistence of racial inequalities and

discriminatory practices in society, even when individuals do not openly identify as racist or express explicit racist beliefs. It highlights how systemic racism can continue through subtle, indirect means and institutional structures.

Q: Who coined the term "racism without racists"?

A: The term "racism without racists" was popularized by sociologist Eduardo Bonilla-Silva, who used it to describe the shift from overt forms of racism to more subtle, institutionalized patterns of discrimination in modern society.

Q: How does color-blind racism contribute to racism without racists?

A: Color-blind racism contributes by promoting the idea that ignoring race will eliminate discrimination. In reality, this approach often perpetuates inequality by dismissing the unique challenges faced by marginalized groups and hindering efforts to address systemic racism.

Q: Can someone contribute to racism without being intentionally racist?

A: Yes, individuals can contribute to racism through unconscious biases, participation in discriminatory systems, or by failing to recognize and address racial disparities, even if they do not intend harm or consider themselves racist.

Q: What are some common examples of racism without racists in daily life?

A: Examples include unequal school funding, biased hiring practices, residential segregation, racial profiling in law enforcement, and healthcare disparities—all occurring without overt racist intent.

Q: Why is it important to address racism without racists?

A: Addressing racism without racists is crucial because it allows societies to identify and dismantle hidden forms of discrimination, leading to greater equity and inclusion for all members of society.

Q: What role do institutions play in perpetuating racism without racists?

A: Institutions can perpetuate racism through policies, practices, and norms that appear neutral but result in unequal outcomes for different racial groups, often due to historical and structural biases.

Q: How can individuals recognize subtle forms of racism?

A: Individuals can recognize subtle racism by educating themselves about implicit bias, listening to the experiences of marginalized groups, and critically examining everyday interactions and institutional practices for patterns of inequality.

Q: What strategies can organizations use to combat racism without racists?

A: Organizations can implement bias training, review policies for hidden discrimination, increase transparency in decision-making, and actively promote diversity and inclusion initiatives.

Q: How has the understanding of racism evolved in recent decades?

A: Understanding of racism has evolved from focusing solely on overt acts and attitudes to recognizing the significance of structural, institutional, and implicit forms of discrimination that persist even when explicit racism declines.

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Racism Without Racists: Unpacking Systemic Bias in a Colorblind World

Introduction:

We live in a world increasingly committed to combating racism. Yet, despite good intentions and progressive rhetoric, racial disparities persist. This seemingly paradoxical situation – persistent inequality despite the absence of overtly racist individuals – is the core of the concept “racism without racists.” This post will delve into this complex phenomenon, exploring how systemic racism operates even in the absence of explicitly hateful individuals, examining its insidious mechanisms, and offering pathways towards meaningful change. We’ll uncover how seemingly neutral policies and practices can perpetuate inequality and discuss strategies for dismantling these systems.

H2: Understanding the Concept of "Racism Without Racists"

The term "racism without racists" isn't about excusing individual prejudice. It acknowledges that racism is not solely the product of individual bigotry but is deeply embedded within the structures and institutions of our society. It operates through seemingly neutral policies and practices that unintentionally, yet systematically, disadvantage marginalized racial groups. This insidious form of racism is often invisible, making it difficult to identify and address. Think of it as a system rigged against certain groups, even if no one actively intends for it to be that way.

H2: Manifestations of Racism Without Racists: Examples in Action

H3: Housing and Redlining:

Historically, redlining – the discriminatory practice of denying services to residents of certain neighborhoods based on race – created lasting disparities in homeownership and wealth accumulation. Even though explicit redlining is outlawed, its legacy continues to impact housing markets today. Factors like zoning laws, access to mortgages, and discriminatory lending practices often disproportionately affect minority communities, perpetuating the wealth gap.

H3: Criminal Justice System Bias:

Studies consistently reveal racial disparities in arrests, sentencing, and incarceration rates. While individual officers may not be consciously racist, systemic biases within the justice system, such as racial profiling and implicit bias in policing, lead to unequal outcomes. These disparities are not merely the result of individual prejudice but reflect systemic issues demanding comprehensive reform.

H3: Education Inequalities:

Segregated schools, disparities in school funding, and biased disciplinary practices contribute to significant educational achievement gaps. While overt segregation is largely a thing of the past, subtle forms of bias in curriculum, teacher expectations, and access to resources continue to perpetuate inequality. These systemic issues contribute to a cycle of disadvantage that spans generations.

H2: The Role of Implicit Bias and Microaggressions

Even well-intentioned individuals can hold unconscious biases that influence their decisions and interactions. Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Microaggressions, subtle, often unintentional acts of discrimination, also contribute to a hostile environment for marginalized groups. These seemingly small acts accumulate over time, creating a cumulative burden of stress and disadvantage.

H2: Challenging Racism Without Racists: A Path Towards Equitable Solutions

Addressing racism without racists requires a multi-pronged approach that targets both systemic and individual levels.

H3: Promoting Systemic Change:

This involves advocating for policies that address historical injustices and create equitable opportunities. Examples include:

Reforming criminal justice: Implementing policies to reduce racial bias in policing, sentencing, and incarceration.

Addressing housing disparities: Investing in affordable housing, reforming zoning laws, and combating discriminatory lending practices.

Equitable education funding: Ensuring equal funding for schools in all communities, regardless of racial demographics.

Data Transparency and Accountability: Tracking and publicly reporting data on racial disparities in various sectors to identify areas needing improvement.

H3: Cultivating Anti-Racist Practices:

Individual actions are crucial in dismantling systemic racism. This involves:

Educating ourselves: Learning about the history of racism and its ongoing impact.

Challenging bias: Confronting our own unconscious biases and microaggressions.

Advocating for change: Supporting organizations working to address racial injustice.

Promoting inclusive environments: Creating spaces where people of all races feel welcome and respected.

Conclusion:

Racism without racists is a complex and insidious problem, but it's not insurmountable. By understanding its mechanisms and working collectively to dismantle the systems that perpetuate it, we can create a more just and equitable society for everyone. This requires a commitment to both systemic change and individual responsibility. The work is challenging, but the goal of creating a truly just society is worth the effort.

FAQs:

1. Isn't focusing on "racism without racists" letting overtly racist individuals off the hook? No, this concept doesn't excuse individual racism. It simply highlights that systemic racism operates independently of individual prejudice and requires a distinct approach to address it. Both individual and systemic racism must be fought.

2. How can I identify if a policy is implicitly biased? Examine the policy's impact on different racial groups. Does it disproportionately affect certain communities? If so, it may indicate an underlying bias, even if the policy's stated purpose is neutral.

3. What is the difference between prejudice and systemic racism? Prejudice is an individual's negative attitude toward a group, while systemic racism is the ingrained biases within institutions and structures that create unequal outcomes.

4. Are microaggressions really that harmful? While seemingly insignificant individually, microaggressions accumulate and can create a climate of hostility and exclusion, negatively impacting mental and physical health.

5. What role does the media play in perpetuating "racism without racists"? Media portrayals can reinforce stereotypes and biases, shaping public perception and contributing to the normalization of

inequality. Critical media literacy is essential in identifying and challenging these representations.

racism without racists: *Racism without Racists* Eduardo Bonilla-Silva, 2006-08-03 In this book, Bonilla-Silva explores with systematic interview data the nature and components of post-civil rights racial ideology. Specifically, he documents the existence of a new suave and apparently non-racial racial ideology he labels color-blind racism. He suggests this ideology, anchored on the decontextualized, ahistorical, and abstract extension of liberalism to racial matters, has become the organizational matrix whites use to explain and account for racial matters in America.

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racism without racists: *White Privilege* Kalwant Bhopal, 2018-04-06 Why and how do those from black and minority ethnic communities continue to be marginalised? Despite claims that we now live in a post-racial society, race continues to disadvantage those from black and minority ethnic backgrounds. Kalwant Bhopal explores how neoliberal policy making has increased rather than decreased discrimination faced by those from non-white backgrounds. She also shows how certain types of whiteness are not privileged; Gypsies and Travellers, for example, remain marginalised and disadvantaged in society. Drawing on topical debates and supported by empirical data, this important book examines the impact of race on wider issues of inequality and difference in society.

racism without racists: *Colorblind Racism* Meghan Burke, 2018-11-26 How can colorblindness - the idea that race does not matter - be racist? This illuminating book introduces the paradox of colorblind racism: how dismissing or downplaying the realities of race and racism can perpetuate inequality and violence. Drawing on a range of theoretical approaches and real-life examples, Meghan Burke reveals colorblind racism to be an insidious presence in many areas of institutional and everyday life in the United States. She explains what is meant by colorblind racism, uncovers its role in the history of racial discrimination, and explores its effects on how we talk about and treat race today. The book also engages with recent critiques of colorblind racism to show the limitations of this framework and how a deeper, more careful study of colorblindness is needed to understand the persistence of racism and how it may be challenged. This accessible book will be an invaluable overview of a key phenomenon for students across the social sciences, and its far-reaching insights will appeal to all interested in the social life of race and racism.

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racism without racists: *White Fragility* Robin DiAngelo, 2019-02-07 The International Bestseller 'With clarity and compassion, DiAngelo allows us to understand racism as a practice not restricted to bad people. In doing so, she moves our national discussions forward. This is a necessary book for all people invested in societal change' Claudia Rankine Anger. Fear. Guilt. Denial. Silence. These are the ways in which ordinary white people react when it is pointed out to them that they

have done or said something that has - unintentionally - caused racial offence or hurt. After, all, a racist is the worst thing a person can be, right? But these reactions only serve to silence people of colour, who cannot give honest feedback to 'liberal' white people lest they provoke a dangerous emotional reaction. Robin DiAngelo coined the term 'White Fragility' in 2011 to describe this process and is here to show us how it serves to uphold the system of white supremacy. Using knowledge and insight gained over decades of running racial awareness workshops and working on this idea as a Professor of Whiteness Studies, she shows us how we can start having more honest conversations, listen to each other better and react to feedback with grace and humility. It is not enough to simply hold abstract progressive views and condemn the obvious racists on social media - change starts with us all at a practical, granular level, and it is time for all white people to take responsibility for relinquishing their own racial supremacy. 'By turns mordant and then inspirational, an argument that powerful forces and tragic histories stack the deck fully against racial justice alongside one that we need only to be clearer, try harder, and do better' David Roediger, Los Angeles Review of Books 'The value in White Fragility lies in its methodical, irrefutable exposure of racism in thought and action, and its call for humility and vigilance' Katy Waldman, New Yorker 'A vital, necessary, and beautiful book' Michael Eric Dyson

racism without racists: White Logic, White Methods Tukufu Zuberi, Eduardo Bonilla-Silva, 2008-05-02 In this collection of essays, the authors examine how racial considerations have affected the way social science is conducted; how issues are framed, and data is analyzed. With an assemblage of leading scholars, White Logic, White Methods explores the possibilities and necessary dethroning of current social research practices, and demands a complete overhaul of current methods, towards multicultural and pluralist approach to what we know, think, and question.

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racism without racists: The Colorblind Screen Sarah E. Turner, Sarah Nilsen, 2014 The election of President Barack Obama signaled for many the realization of a post-racial America, a nation in which racism was no longer a defining social, cultural, and political issue. While many Americans espouse a colorblind racial ideology and publicly endorse the broad goals of integration and equal treatment without regard to race, in actuality this attitude serves to reify and legitimize racism and protects racial privileges by denying and minimizing the effects of systematic and institutionalized racism. In *The Colorblind Screen*, the contributors examine television's role as the major discursive medium in the articulation and contestation of racialized identities in the United States. While the dominant mode of televisual racialization has shifted to a colorblind ideology that foregrounds racial differences in order to celebrate multicultural assimilation, the volume investigates how this practice denies the significant social, economic, and political realities and inequalities that continue to define race relations today. Focusing on such iconic figures as President Obama, LeBron James, and Oprah Winfrey, many chapters examine the ways in which race is read by television audiences and fans. Other essays focus on how visual constructions of race in dramas like *24*, *A Sleeper Cell*, and *The Wanted* continue to conflate Arab and Muslim identities in post-9/11 television. The volume offers an important intervention in the study of the televisual representation of race, engaging with multiple aspects of the mythologies developing around notions of a post-racial America and the duplicitous discursive rationale offered by the ideology of colorblindness.

racism without racists: How to Be a (Young) Antiracist Ibram X. Kendi, Nic Stone, 2023-01-31 The #1 New York Times bestseller that sparked international dialogue is now a book for young adults! Based on the adult bestseller by Ibram X. Kendi, and co-authored by bestselling author Nic Stone, *How to be a (Young) Antiracist* will serve as a guide for teens seeking a way forward in acknowledging, identifying, and dismantling racism and injustice. The New York Times bestseller *How to be an Antiracist* by Ibram X. Kendi is shaping the way a generation thinks about race and racism. *How to be a (Young) Antiracist* is a dynamic reframing of the concepts shared in the adult book, with young adulthood front and center. Aimed at readers 12 and up, and co-authored by award-winning children's book author Nic Stone, *How to be a (Young) Antiracist* empowers teen readers to help create a more just society. Antiracism is a journey--and now young adults will have a map to carve their own path. Kendi and Stone have revised this work to provide anecdotes and data that speaks directly to the experiences and concerns of younger readers, encouraging them to think critically and build a more equitable world in doing so.

racism without racists: *Racism Without Racists* Eduardo Bonilla-Silva, 2010 This edition includes a chapter examining the Obama mystery, the election of a black President even though racial progress has stagnated in the country since the 1980s. Bonilla-Silva argues that this development is not a breakthrough in race relations, but a continuation of racial trends in the last 40 years including the sedimentation of color-blind racism as the dominant ideology in the nation.

racism without racists: *Is Science Racist?* Jonathan Marks, 2017-02-27 Every arena of science has its own flash-point issues—chemistry and poison gas, physics and the atom bomb—and genetics has had a troubled history with race. As Jonathan Marks reveals, this dangerous relationship rumbles on to this day, still leaving plenty of leeway for a belief in the basic natural inequality of races. The eugenic science of the early twentieth century and the commodified genomic science of today are unified by the mistaken belief that human races are naturalistic categories. Yet their boundaries are founded neither in biology nor in genetics and, not being a formal scientific concept, race is largely not accessible to the scientist. As Marks argues, race can only be grasped through the humanities: historically, experientially, politically. This wise, witty essay explores the persistence and legacy of scientific racism, which misappropriates the authority of science and undermines it by converting it into a social weapon.

racism without racists: *Fatal Invention* Dorothy Roberts, 2011-06-14 An incisive, groundbreaking book that examines how a biological concept of race is a myth that promotes inequality in a supposedly “post-racial” era. Though the Human Genome Project proved that human beings are not naturally divided by race, the emerging fields of personalized medicine, reproductive technologies, genetic genealogy, and DNA databanks are attempting to resuscitate race as a biological category written in our genes. This groundbreaking book by legal scholar and social critic Dorothy Roberts examines how the myth of race as a biological concept—revived by purportedly cutting-edge science, race-specific drugs, genetic testing, and DNA databases—continues to undermine a just society and promote inequality in a supposedly “post-racial” era. Named one of the ten best black nonfiction books 2011 by AFRO.com, *Fatal Invention* offers a timely and “provocative analysis” (Nature) of race, science, and politics that “is consistently lucid . . . alarming but not alarmist, controversial but evidential, impassioned but rational” (Publishers Weekly, starred review). “Everyone concerned about social justice in America should read this powerful book.” —Anthony D. Romero, executive director, American Civil Liberties Union “A terribly important book on how the ‘fatal invention’ has terrifying effects in the post-genomic, ‘post-racial’ era.” —Eduardo Bonilla-Silva, professor of sociology, Duke University, and author of *Racism Without Racists: Color-Blind Racism and the Persistence of Racial Inequality in the United States* “*Fatal Invention* is a triumph! Race has always been an ill-defined amalgam of medical and cultural bias, thinly overlaid with the trappings of contemporary scientific thought. And no one has peeled back the layers of assumption and deception as lucidly as Dorothy Roberts.” —Harriet A. Washington, author of *and Deadly Monopolies: The Shocking Corporate Takeover of Life Itself*

racism without racists: *The Everyday Language of White Racism* Jane H. Hill, 2009-01-30

In *The Everyday Language of White Racism*, Jane H. Hill provides an incisive analysis of everyday language to reveal the underlying racist stereotypes that continue to circulate in American culture. It provides a detailed background on the theory of race and racism reveals how racializing discourse—talk and text that produces and reproduces ideas about races and assigns people to them—facilitates a victim-blaming logic integrates a broad and interdisciplinary range of literature from sociology, social psychology, justice studies, critical legal studies, philosophy, literature, and other disciplines that have studied racism, as well as material from anthropology and sociolinguistics. Part of the *Discourse and Culture Series*.
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racism without racists: *Algorithms of Oppression* Safiya Umoja Noble, 2018-02-20

Acknowledgments -- Introduction: the power of algorithms -- A society, searching -- Searching for Black girls -- Searching for people and communities -- Searching for protections from search engines -- The future of knowledge in the public -- The future of information culture -- Conclusion: algorithms of oppression -- Epilogue -- Notes -- Bibliography -- Index -- About the author

racism without racists: *Unequal Freedom* Evelyn Nakano Glenn, 2009-06-30 The inequalities that persist in America have deep historical roots. Evelyn Nakano Glenn untangles this complex history in a unique comparative regional study from the end of Reconstruction to the eve of World War II. During this era the country experienced enormous social and economic changes with the abolition of slavery, rapid territorial expansion, and massive immigration, and struggled over the meaning of free labor and the essence of citizenship as people who previously had been excluded sought the promise of economic freedom and full political rights. After a lucid overview of the concepts of the free worker and the independent citizen at the national level, Glenn vividly details how race and gender issues framed the struggle over labor and citizenship rights at the local level between blacks and whites in the South, Mexicans and Anglos in the Southwest, and Asians and haoles (the white planter class) in Hawaii. She illuminates the complex interplay of local and national forces in American society and provides a dynamic view of how labor and citizenship were defined, enforced, and contested in a formative era for white-nonwhite relations in America.

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Introduction -- Psychopathology and difference from the nineteenth century to the present -- The long, slow burn from pathological accounts of race to racial attitudes as pathological -- Hatred and the crowd: World War I and the rise of a psychology of racism -- The Holocaust and post-war theories of antisemitism and racism -- Race and madness in mid-twentieth-century America and beyond -- The modern pathologization of racism -- Conclusion: the specter of science in twenty-first-century racial discourse

racism without racists: *Stamped from the Beginning* Ibram X. Kendi, 2017-07-06 *Stamped from the Beginning* is a redefining history of anti-Black racist ideas that dramatically changes our understanding of the causes and extent of racist thinking itself. ** Winner of the US National Book Award** Its deeply researched and fast-moving narrative chronicles the journey of racist ideas from fifteenth-century Europe to present-day America through the lives of five major intellectuals - Puritan minister Cotton Mather, President Thomas Jefferson, fiery abolitionist William Lloyd Garrison, brilliant scholar W.E.B. Du Bois, and legendary anti-prison activist Angela Davis - showing how these ideas were developed, disseminated and eventually enshrined in American society. Contrary to popular conception, it reveals that racist ideas did not arise from ignorance or hatred. Instead, they were devised and honed by some of the most brilliant minds of each era, including anti-slavery and pro-civil rights advocates, who used their gifts and intelligence wittingly or otherwise to rationalize and justify existing racial disparities in everything from wealth to health. Seen in this piercing new light, racist ideas are shown to be the result, not the cause, of inequalities that stretch back over centuries, brought about ultimately through economic, political and cultural self-interest. *Stamped from the Beginning* offers compelling new answers to some of the most troubling questions of our time. In forcing us to reconsider our most basic assumptions about racism

and also about ourselves, it leads us to a true understanding on which to build a real foundation for change. ****INCLUDED IN BARACK OBAMA'S BLACK HISTORY MONTH READING LIST****

racism without racists: *Racism without Racists* Eduardo Bonilla-Silva, 2021-12-09 Eduardo Bonilla-Silva's acclaimed *Racism without Racists* examines in detail how Whites talk, think, and account for the existence of racial inequality and makes clear that color-blind racism is as insidious now as ever. The sixth edition of this provocative book includes new material on systemic racism and how color-blind racism framed many issues during the COVID-19 pandemic. A revised conclusion addresses what readers can do to confront racism—both personally and on a larger structural level. New to this edition: New Chapter 2, "What is Systemic Racism? Coming to Terms with How Racism Shapes 'All' Whites (and Non-Whites)" explains how all members of society participate in structural racism. New Chapter 10, "Color-Blind Racism in Pandemic Times" provides coverage of racial disparities in mortality, the role of essential workers, and hunger during the pandemic – particularly how public discourse did not reflect how these problems are worse for communities of color. Updated discussion of police surveillance and violence reflects the current salience of police brutality in the U.S. and enhances the conversation on suave racial discrimination (Chapter 3). Addresses the question, "What is to be done?" and offers White people ideas on what they can do to change themselves (Chapter 11).

racism without racists: *Living Racism* Theresa Rajack-Talley, Derrick R. Brooms, 2017-12-15 *Living Racism* is based on the premise that race and racism are well-entrenched elements of US society. The contributors of this volume argue that race and racism are more than mere concepts; instead, they see and treat these as part of the fabric that constitutes and organizes everyday life. Consequently, race and racism are maintained through structures such as social institutions (e.g., schools, criminal justice system, media, etc.) and are carried by individual actors through racial ideologies and a racial etiquette (beliefs, practices, traditions, and customs) that inform how people relate to and interact with one another (or not). As expressed throughout this book, the notion of living racism is twofold. On the one hand, living racism denotes the ways in which racism is embodied and active, much like a living organism. On the other hand, living racism connects with the ways that people must navigate racism in their individual and collective lives.

racism without racists: *Nice Racism* Robin DiAngelo, 2021-06-29 Racism is not a simple matter of good people versus bad. In *White Fragility*, Robin DiAngelo explained how racism is a system into which all white people are socialized. She also made a provocative claim: that white progressives cause the most daily harm to people of colour. In *Nice Racism*, her follow-up work, she explains how they do so. Drawing on her background as a sociologist and over twenty-five years working as an antiracist educator, she moves the conversation forward. Writing directly to white people as a white person, DiAngelo identifies many common racial patterns and breaks down how well-intentioned white people unknowingly perpetuate racial harm. Writing candidly about her own missteps and struggles, she models a path forward, encouraging white readers to continually face their complicity and embrace courage, lifelong commitment and accountability. *Nice Racism* is an essential work for any white person who wants to take steps to align their values with their actual practice, and offers people of colour an 'insider's' perspective which may be helpful for navigating whiteness.

racism without racists: *The Myth of Racial Color Blindness* Helen A. Neville, Miguel E. Gallardo, Derald Wing Sue, 2016 Is the United States today a postracial society? In this volume, top scholars in psychology, education, sociology, and related fields dissect the concept of color-blind racial ideology (CBRI), the widely held belief that skin color does not affect interpersonal interactions and that interpersonal and institutional racism therefore no longer exist in American society. The chapter authors survey the theoretical and empirical literature on racial color blindness; discuss novel ways of assessing and measuring color-blind racial beliefs; examine related characteristics such as lack of empathy (among Whites) and internalized racism (among people of color); and assess the impact of CBRI in education, the workplace, and health care--as well as the racial disparities that such beliefs help foster--Provided by publisher.

racism without racists: The American Non-Dilemma Nancy DiTomaso, 2013-01-17 The Civil Rights movement of the 1960s seemed to mark a historical turning point in advancing the American dream of equal opportunity for all citizens, regardless of race. Yet 50 years on, racial inequality remains a troubling fact of life in American society and its causes are highly contested. In The American Non-Dilemma, sociologist Nancy DiTomaso convincingly argues that America's enduring racial divide is sustained more by whites' preferential treatment of members of their own social networks than by overt racial discrimination. Drawing on research from sociology, political science, history, and psychology, as well as her own interviews with a cross-section of non-Hispanic whites, DiTomaso provides a comprehensive examination of the persistence of racial inequality in the post-Civil Rights era and how it plays out in today's economic and political context. Taking Gunnar Myrdal's classic work on America's racial divide, The American Dilemma, as her departure point, DiTomaso focuses on the white side of the race line. To do so, she interviewed a sample of working, middle, and upper-class whites about their life histories, political views, and general outlook on racial inequality in America. While the vast majority of whites profess strong support for civil rights and equal opportunity regardless of race, they continue to pursue their own group-based advantage, especially in the labor market where whites tend to favor other whites in securing jobs protected from market competition. This opportunity hoarding leads to substantially improved life outcomes for whites due to their greater access to social resources from family, schools, churches, and other institutions with which they are engaged. DiTomaso also examines how whites understand the persistence of racial inequality in a society where whites are, on average, the advantaged racial group. Most whites see themselves as part of the solution rather than part of the problem with regard to racial inequality. Yet they continue to harbor strong reservations about public policies—such as affirmative action—intended to ameliorate racial inequality. In effect, they accept the principles of civil rights but not the implementation of policies that would bring about greater racial equality. DiTomaso shows that the political engagement of different groups of whites is affected by their views of how civil rights policies impact their ability to provide advantages to family and friends. This tension between civil and labor rights is evident in Republicans' use of anti-civil rights platforms to attract white voters, and in the efforts of Democrats to bridge race and class issues, or civil and labor rights broadly defined. As a result, DiTomaso finds that whites are, at best, uncertain allies in the fight for racial equality. Weaving together research on both race and class, along with the life experiences of DiTomaso's interview subjects, The American Non-Dilemma provides a compelling exploration of how racial inequality is reproduced in today's society, how people come to terms with the issue in their day-to-day experiences, and what these trends may signify in the contemporary political landscape.

racism without racists: White Tears/Brown Scars Ruby Hamad, 2020-10-06 Called “powerful and provocative by Dr. Ibram X. Kendi, author of the New York Times bestselling How to be an Antiracist, this explosive book of history and cultural criticism reveals how white feminism has been used as a weapon of white supremacy and patriarchy deployed against Black and Indigenous women, and women of color. Taking us from the slave era, when white women fought in court to keep “ownership” of their slaves, through the centuries of colonialism, when they offered a soft face for brutal tactics, to the modern workplace, White Tears/Brown Scars tells a charged story of white women's active participation in campaigns of oppression. It offers a long overdue validation of the experiences of women of color. Discussing subjects as varied as The Hunger Games, Alexandria Ocasio-Cortez, the viral BBQ Becky video, and 19th century lynchings of Mexicans in the American Southwest, Ruby Hamad undertakes a new investigation of gender and race. She shows how the division between innocent white women and racialized, sexualized women of color was created, and why this division is crucial to confront. Along the way, there are revelatory responses to questions like: Why are white men not troubled by sexual assault on women? (See Christine Blasey Ford.) With rigor and precision, Hamad builds a powerful argument about the legacy of white superiority that we are socialized within, a reality that we must apprehend in order to fight. A stunning and thorough look at White womanhood that should be required reading for anyone who claims to be an

intersectional feminist. Hamad's controlled urgency makes the book an illuminating and poignant read. Hamad is a purveyor of such bold thinking, the only question is, are we ready to listen? —Rosa Boshier, *The Washington Post*

racism without racists: White Kids Margaret A. Hagerman, 2020-02-01 Winner, 2019 William J. Goode Book Award, given by the Family Section of the American Sociological Association Finalist, 2019 C. Wright Mills Award, given by the Society for the Study of Social Problems Riveting stories of how affluent, white children learn about race American kids are living in a world of ongoing public debates about race, daily displays of racial injustice, and for some, an increased awareness surrounding diversity and inclusion. In this heated context, sociologist Margaret A. Hagerman zeroes in on affluent, white kids to observe how they make sense of privilege, unequal educational opportunities, and police violence. In fascinating detail, Hagerman considers the role that they and their families play in the reproduction of racism and racial inequality in America. *White Kids*, based on two years of research involving in-depth interviews with white kids and their families, is a clear-eyed and sometimes shocking account of how white kids learn about race. In doing so, this book explores questions such as, "How do white kids learn about race when they grow up in families that do not talk openly about race or acknowledge its impact?" and "What about children growing up in families with parents who consider themselves to be 'anti-racist'?" Featuring the actual voices of young, affluent white kids and what they think about race, racism, inequality, and privilege, *White Kids* illuminates how white racial socialization is much more dynamic, complex, and varied than previously recognized. It is a process that stretches beyond white parents' explicit conversations with their white children and includes not only the choices parents make about neighborhoods, schools, peer groups, extracurricular activities, and media, but also the choices made by the kids themselves. By interviewing kids who are growing up in different racial contexts—from racially segregated to meaningfully integrated and from politically progressive to conservative—this important book documents key differences in the outcomes of white racial socialization across families. And by observing families in their everyday lives, this book explores the extent to which white families, even those with anti-racist intentions, reproduce and reinforce the forms of inequality they say they reject.

racism without racists: Race for Profit Keeanga-Yamahtta Taylor, 2021-04
Keeanga-Yamahtta Taylor offers a ... chronicle of the twilight of redlining and the introduction of conventional real estate practices into the Black urban market, uncovering a transition from racist exclusion to predatory inclusion. Widespread access to mortgages across the United States after World War II cemented homeownership as fundamental to conceptions of citizenship and belonging. African Americans had long faced racist obstacles to homeownership, but the social upheaval of the 1960s forced federal government reforms. In the 1970s, new housing policies encouraged African Americans to become homeowners, and these programs generated unprecedented real estate sales in Black urban communities. However, inclusion in the world of urban real estate was fraught with new problems. As new housing policies came into effect, the real estate industry abandoned its aversion to African Americans, especially Black women, precisely because they were more likely to fail to keep up their home payments and slip into foreclosure--

racism without racists: Challenging the Status Quo, 2018-11-26 In *Challenging the Status Quo: Diversity, Democracy, and Equality in the 21st Century*, David G. Embrick, Sharon M. Collins, and Michelle Dodson have compiled the latest ideas and scholarship in the area of diversity and inclusion. The contributors in this edited book offer critical analyses on many aspects of diversity as it pertains to institutional policies, practices, discourse, and beliefs. The book is broken down into 19 chapters over 7 sections that cover: policies and politics; pedagogy and higher education; STEM; religion; communities; complex organizations; and discourse and identity. Collectively, these chapters contribute to answering three main questions: 1) what, ultimately, does diversity mean; 2) what are the various mechanisms by which institutions understand and use diversity; and 3) and why is it important for us to rethink diversity? Contributors: Sharla Alegria, Joyce M. Bell, Sharon M. Collins, Ellen Berrey, Enobong Hannah Branch, Meghan A. Burke, Tiffany Davis, Michele C. Deramo,

Michelle Dodson, David G. Embrick, Edward Orozco Flores, Emma González-Lesser, Bianca Gonzalez-Sobrino, Matthew W. Hughey, Paul R. Ketchum, Megan Klein, Michael Kreiter, Marie des Neiges Léonard, Wendy Leo Moore, Shan Mukhtar, Antonia Randolph, Victor Erik Ray, Arthur Scarritt, Laurie Cooper Stoll.

racism without racists: Too Migrant, Too Muslim, Too Loud Mehreen Faruqi, 2021-07-02 A no-holds-barred memoir and outspoken manifesto from Senator, role model, and modern Australian hero Mehreen Faruqi. Too Migrant, Too Muslim, Too Loud is a no-holds-barred memoir and manifesto from outspoken senator, trouble-maker and multicultural icon Mehreen Faruqi. As the first Muslim woman in any Australian parliament, Mehreen has a unique and crucial perspective on our politics and democracy. It is a tale of a political outsider fighting for her right and the rights of others like her to be let inside on their terms. From her beginnings in Pakistan and remaking in Australia, Mehreen recounts her struggle to navigate two vastly different, changing worlds without losing herself. This moving and inspiring memoir shares shattering insights learned as a migrant, an engineer, an activist, a feminist and a politician. 'Compelling . . . If only all political memoirs were this honest.' BRI LEE, author of *Eggshell Skull* and *Who Gets to be Smart* 'Faruqi is a shining light' OMAR SAKR, author of *The Lost Arabs* 'An authentic and powerful voice for human rights, social justice and multiculturalism.' TIM SOUTPHOMMASANE, former Race Discrimination Commissioner 'intelligent and electrifying' BRIDIE JABOUR, journalist and author of *The Way Things Should Be* 'This is the impassioned insider's account of the state of Australian politics by one of our most trail-blazing politicians.' SUSAN CARLAND, author of *Fighting Hislam* 'An inspiring and powerful memoir by one of the most fiercely principled, courageous and compassionate leaders in this country.' RANDA ABDEL-FATTAH, author of *Does My Head Look Big in This?*

racism without racists: *Racial Paranoi* John L. Jr. Jackson, Richard Perry University Associate Professor of Communication and Anthropology John L. Jackson, Jr Jr., 2010-10-19 In this courageous book, John L. Jackson, Jr. draws on current events as well as everyday interactions to demonstrate the culture of race-based paranoia and its profound effects on our lives. He explains how it is cultivated and reinforced, and how it complicates the goal of racial equality. In this paperback edition, Jackson explores the 2008 presidential election, weaving in examples ranging from the notorious New Yorker cover to Saturday Night Lives political parodies.

racism without racists: **The Negro Motorist Green Book** Victor H. Green, *The Negro Motorist Green Book* was a groundbreaking guide that provided African American travelers with crucial information on safe places to stay, eat, and visit during the era of segregation in the United States. This essential resource, originally published from 1936 to 1966, offered a lifeline to black motorists navigating a deeply divided nation, helping them avoid the dangers and indignities of racism on the road. More than just a travel guide, *The Negro Motorist Green Book* stands as a powerful symbol of resilience and resistance in the face of oppression, offering a poignant glimpse into the challenges and triumphs of the African American experience in the 20th century.

racism without racists: **The Good Ally** Nova Reid, 2021-09-16 'I invite you to be courageous and get comfortable with being uncomfortable, because any discomfort you feel is temporary and pales in comparison to what black and brown people often have to experience on a daily basis. Are you ready? Let's get started, we have work to do.'

racism without racists: **Black Behind the Ears** Ginetta E. B. Candelario, 2007-12-12 An innovative historical and ethnographic examination of Dominican identity formation in the Dominican Republic and the United States.

racism without racists: **Uprooting Racism** Paul Kivel, 2011-09-27 In 2008 the United States elected its first black president, and recent polls show that only twenty-two percent of white people in the United States believe that racism is a major societal problem. On the surface, it may seem to be in decline. However, the evidence of discrimination persists throughout our society. Segregation and inequalities in education, housing, health care, and the job market continue to be the norm. Post 9/11, increased insecurity and fear have led to an epidemic of the scapegoating and harassment of people of color. *Uprooting Racism* offers a framework for understanding institutional racism. It

provides practical suggestions, tools, examples, and advice on how white people can intervene in interpersonal and organizational situations to work as allies for racial justice. Completely revised and updated, this expanded third edition directly engages the reader through questions, exercises, and suggestions for action, and takes a detailed look at current issues such as affirmative action, immigration, and health care. It also includes a wealth of information about specific cultural groups such as Muslims, people with mixed-heritage, Native Americans, Jews, recent immigrants, Asian Americans, and Latinos. Previous editions of *Uprooting Racism* have sold more than fifty thousand copies. Accessible, personal, supportive, and practical, this book is ideal for students, community activists, teachers, youth workers, and anyone interested in issues of diversity, multiculturalism, and social justice. Paul Kivel is an award-winning author and an accomplished trainer and speaker. He has been a social justice activist, a nationally and internationally recognized anti-racism educator, and an innovative leader in violence prevention for over forty years.

racism without racists: The Black Image in the White Mind Robert M. Entman, Andrew Rojecki, 2001-12 Living in a segregated society, white Americans learn about African Americans through the images the media show. This text offers a look at the racial patterns in the mass media and how they shape the ambivalent attitudes of whites toward blacks.

racism without racists: The Scholar Denied Aldon Morris, 2017-01-17 In this groundbreaking book, Aldon D. Morris's ambition is truly monumental: to help rewrite the history of sociology and to acknowledge the primacy of W. E. B. Du Bois's work in the founding of the discipline. Calling into question the prevailing narrative of how sociology developed, Morris, a major scholar of social movements, probes the way in which the history of the discipline has traditionally given credit to Robert E. Park at the University of Chicago, who worked with the conservative black leader Booker T. Washington to render Du Bois invisible. Morris uncovers the seminal theoretical work of Du Bois in developing a "scientific" sociology through a variety of methodologies and examines how the leading scholars of the day disparaged and ignored Du Bois's work. *The Scholar Denied* is based on extensive, rigorous primary source research; the book is the result of a decade of research, writing, and revision. In exposing the economic and political factors that marginalized the contributions of Du Bois and enabled Park and his colleagues to be recognized as the "fathers" of the discipline, Morris delivers a wholly new narrative of American intellectual and social history that places one of America's key intellectuals, W. E. B. Du Bois, at its center. *The Scholar Denied* is a must-read for anyone interested in American history, racial inequality, and the academy. In challenging our understanding of the past, the book promises to engender debate and discussion.

racism without racists: Backlash George Yancy, 2018-04-15 When George Yancy penned a New York Times op-ed entitled "Dear White America" asking white Americans to confront the ways that they benefit from racism, he knew his article would be controversial. But he was unprepared for the flood of vitriol in response. The resulting blowback played out in the national media, with critics attacking Yancy in every form possible—including death threats—and supporters rallying to his side. Despite the rhetoric of a "post-race" America, Yancy quickly discovered that racism is still alive, crude, and vicious in its expression. In *Backlash*, Yancy expands upon the original article and chronicles the ensuing controversy as he seeks to understand what it was about the op-ed that created so much rage among so many white readers. He challenges white Americans to rise above the vitriol and to develop a new empathy for the African American experience.

racism without racists: State of White Supremacy Moon-Kie Jung, João H. Costa Vargas, Eduardo Bonilla-Silva, 2011-03-07 The deeply entrenched patterns of racial inequality in the United States simply do not square with the liberal notion of a nation-state of equal citizens. Uncovering the false promise of liberalism, *State of White Supremacy* reveals race to be a fundamental, if flexible, ruling logic that perpetually generates and legitimates racial hierarchy and privilege. Racial domination and violence in the United States are indelibly marked by its origin and ongoing development as an empire-state. The widespread misrecognition of the United States as a liberal nation-state hinges on the twin conditions of its approximation for the white majority and its impossibility for their racial others. The essays in this book incisively probe and critique the U.S.

racial state through a broad range of topics, including citizenship, education, empire, gender, genocide, geography, incarceration, Islamophobia, migration and border enforcement, violence, and welfare.

racism without racists: *How to Be Less Stupid About Race* Crystal Marie Fleming, 2018-09-18
A unique and irreverent take on everything that's wrong with our "national conversation about race"—and what to do about it *How to Be Less Stupid About Race* is your essential guide to breaking through the half-truths and ridiculous misconceptions that have thoroughly corrupted the way race is represented in the classroom, pop culture, media, and politics. Centuries after our nation was founded on genocide, settler colonialism, and slavery, many Americans are kinda-sorta-maybe waking up to the reality that our racial politics are (still) garbage. But in the midst of this reckoning, widespread denial and misunderstandings about race persist, even as white supremacy and racial injustice are more visible than ever before. Combining no-holds-barred social critique, humorous personal anecdotes, and analysis of the latest interdisciplinary scholarship on systemic racism, sociologist Crystal M. Fleming provides a fresh, accessible, and irreverent take on everything that's wrong with our "national conversation about race." Drawing upon critical race theory, as well as her own experiences as a queer black millennial college professor and researcher, Fleming unveils how systemic racism exposes us all to racial ignorance—and provides a road map for transforming our knowledge into concrete social change. Searing, sobering, and urgently needed, *How to Be Less Stupid About Race* is a truth bomb for your racist relative, friend, or boss, and a call to action for everyone who wants to challenge white supremacy and intersectional oppression. If you like Issa Rae, Justin Simien, Angela Davis, and Morgan Jerkins, then this deeply relevant, bold, and incisive book is for you.

racism without racists: *Race, Whiteness, and Education* Zeus Leonardo, 2009-05-12
In the colorblind era of Post-Civil Rights America, race is often wrongly thought to be irrelevant or, at best, a problem of racist individuals rather than a systemic condition to be confronted. *Race, Whiteness, and Education* interrupts this dangerous assumption by reaffirming a critical appreciation of the central role that race and racism still play in schools and society. Author Zeus Leonardo's conceptual engagement of race and whiteness asks questions about its origins, its maintenance, and envisages its future. This book does not simply rehearse exhausted ideas on the relationship among race, class, and education, but instead offers new ways of understanding how multiple social relations interact with one another and of their impact in thinking about a more genuine sense of multiculturalism. By asking fundamental questions about whiteness in schools and society, *Race, Whiteness, and Education* goes to the heart of race relations and the common sense understandings that sustain it, thus painting a clearer picture of the changing face of racism.

racism without racists: *Intelligence, Genes, and Success* Bernie Devlin, Stephen E. Fienberg, Daniel P. Resnick, Kathryn Roeder, 1997-08-07
A scientific response to the best-selling *The Bell Curve* which set off a hailstorm of controversy upon its publication in 1994. Much of the public reaction to the book was polemic and failed to analyse the details of the science and validity of the statistical arguments underlying the book's conclusion. Here, at last, social scientists and statisticians reply to *The Bell Curve* and its conclusions about IQ, genetics and social outcomes.

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