

RACIAL INNOCENCE

UNMASKING LATINO
ANTI-BLACK BIAS
AND THE STRUGGLE
FOR EQUALITY

TANYA KATERÍ HERNÁNDEZ

"A critical race theory text de facto for understanding latino anti-black bias, from the most important Afro-latino voices on civil rights today."

—KIMBERLY WILLIAMS CROWEHAW



Implicit Bias Tanya Hernandez

Lionel K. McPherson



Implicit Bias Tanya Hernandez:

Multiracials and Civil Rights Tanya Katerí Hernandez, 2021-01-19 Narratives of mixed race people bringing claims of racial discrimination in court illuminating traditional understandings of civil rights law As the mixed race population in the United States grows public fascination with multiracial identity has promoted the belief that racial mixture will destroy racism However multiracial people still face discrimination Many legal scholars hold that this is distinct from the discrimination faced by people of other races and traditional civil rights laws built on a strict black white binary need to be reformed to account for cases of discrimination against those identifying as mixed race In *Multiracials and Civil Rights* Tanya Kater Hernandez debunks this idea and draws on a plethora of court cases to demonstrate that multiracials face the same types of discrimination as other racial groups Hernandez argues that multiracial people are primarily targeted for discrimination due to their non whiteness and shows how the cases highlight the need to support the existing legal structures instead of a new understanding of civil rights law The legal and political analysis is enriched with Hernandez's own personal narrative as a mixed race Afro Latina Coming at a time when explicit racism is resurfacing Hernandez's look at multiracial discrimination cases is essential for fortifying the focus of civil rights law on racial privilege and the lingering legacy of bias against non whites and has much to teach us about how to move towards a more egalitarian society **Masculinity at**

Work Ann C. McGinley, 2016-05-31 This book explains how masculinity defeats equal rights for both men and women in the workplace and to encourage the public lawyers and the courts to do something about it Although Title VII of the Civil Rights Act of 1964 protects both men and women from sex discrimination at work the courts do not always know illegal discrimination when they see it In fact because it is considered normal masculinity is often invisible to the naked eye Author

Law & Inequality, 2014 **Gender, Race, and Ethnicity in the Workplace** Margaret Foegen Karsten, 2016-03-28 Insights from professionals in the fields of organizational development and diversity provide practical tools to help employees and managers regardless of race or gender collaborate in reaching their workplace potential The contributions of more than 30 experts reframe the discussion on gender race and ethnicity in the U S workforce examining the complex identity concerns facing workers who fall within minority groups and recommending practical solutions for dealing with workplace inequities Through focused essays experts explore new perspectives to persistent challenges and discuss progress made in addressing unequal treatment based on race and gender in the past eight years This detailed reference explores every aspect of the issue including mentoring family leaves pay inequity multiracial and transgender identities community involvement and illegal harassment The first part of the book identifies employment discrimination based on multiracial identity appearance and transgender status The second section unveils the psychology behind harassment on the job the third section provides strategies for overcoming traditional obstacles for the disenfranchised The final section discusses updates on laws dealing with the Family and Medical Leave Act The book closes with success stories of women of color in U S leadership roles

as well as others achieving success in their professions outside of the country Accompanying tables charts and graphs illustrate the field's most poignant research such as the relationship between organizational effectiveness and diversity and the characteristics of those taking family and medical leave

Fatal Denial Annie Menzel, 2024-05-28 *Fatal Denial* argues that over the past 150 years US health authorities' explanations of and interventions into Black infant mortality have been characterized by the biopolitics of racial innocence a term describing the institutionalized mechanisms in health care and policy that have at once obscured enabled and perpetuated systemic infanticide by blaming Black mothers and communities themselves Following Black feminist scholarship demonstrating that the commodification and theft of Black women's reproductive bodies labors and care is foundational to US racial capitalism Annie Menzel posits that the polity has made Black infants vulnerable to preventable death Drawing on key Black political thought and praxis around infant mortality from W E B Du Bois and Mary Church Terrell to Black midwives and birth workers this work also tracks continued refusals to acknowledge this routinized reproductive violence illuminating both a rich history of care and the possibility of more transformative futures

Racial Innocence Tanya Katerí Hernández, 2022-08-23 Profound and revelatory *Racial Innocence* tackles head on the insidious grip of white supremacy on our communities and how we all might free ourselves from its predation Tanya Katerí Hernández is fearless and brilliant What fire Junot Díaz The first comprehensive book about anti Black bias in the Latino community that unpacks the misconception that Latinos are exempt from racism due to their ethnicity and multicultural background *Racial Innocence* will challenge what you thought about racism and bias and demonstrate that it is possible for a historically marginalized group to experience discrimination and also be discriminatory Racism is deeply complex and law professor and comparative race relations expert Tanya Katerí Hernández exposes the Latino racial innocence cloak that often veils Latino complicity in racism As Latinos are the second largest ethnic group in the US this revelation is critical to dismantling systemic racism Basing her work on interviews discrimination case files and civil rights law Hernández reveals Latino anti Black bias in the workplace the housing market schools places of recreation the criminal justice system and Latino families By focusing on racism perpetrated by communities outside those of White non Latino people *Racial Innocence* brings to light the many Afro Latino and African American victims of anti Blackness at the hands of other people of color Through exploring the interwoven fabric of discrimination and examining the cause of these issues we can begin to move toward a more egalitarian society

Cultural Equity in Physical Education Tara B. Blackshear, Brian Culp, SHAPE America - Society of Health and Physical Educators, 2024-09-05 Cultural biases and racism undermine the ability of students from racialized groups to reach their full potential Now more than ever schools need educators who acknowledge and value the cultural identities of their students and who develop cultural awareness and cultural connections in the classroom Through a series of nine case studies *Cultural Equity in Physical Education* offers deep insights into the issues that American Indian Asian Black Indigenous Latino Latina Latine and multiracial students face A crucial resource for in service and future

PE teachers the book aims to amplify critical issues that negatively affect these groups address racist practices and provide culturally aware teaching strategies affirming the worth of racialized students The end goal is to elevate the perspectives of both students and teachers and to normalize positive experiences for all students in physical education With the most diverse collection of racialized scholars within physical education the author and contributor teams offer authentic meaningful content The following is a partial list of case studies Juggling Two Different Languages Cultures and Identities A Japanese Immigrant Tragic Mulatto Being Multicultural in a White Supremacy World Beyond Spelling Bees and Curries Teaching Indian Students Beyond the Physical Education Classrooms They Don't Speak English Deficit Thinking and Immigrant Students Two Worlds Apart A Navajo Walking in the World of Whiteness Cultural Equity in Physical Education will help teachers meet the new national physical education standards which incorporate cultural awareness and cultural connection Each case study and its question prompts are designed to stimulate discussions increase cultural awareness and intercultural competence and give insight into adapting teaching methods to accommodate for the diversity of students Cultural Equity in Physical Education will help teachers adopt teaching practices that support cultural awareness and cultural connections among their students In doing so it will validate all students self worth and swing the pendulum back toward a more equitable PE education

The Afterlife of Race Lionel K. McPherson, 2024 In *The Afterlife of Race* Lionel McPherson demystifies the Western concept of race and reframes race ideology in America as a caste device that sponsors absurd pretexts for inherited slavery enforced segregation and the wilful nonrepair of historical injustice This reframing paves the way for an anti caste vision of social equality that emphasizes the moral importance of Black American national specificity not general antiracism identity politics or diversity of color The result is a non racial non exclusionary account of Black political solidarity that would welcome everyone who supports reparative justice for Black American blacks as descendants of American slavery

Color Matters Kimberly Jade Norwood, 2013-12-17 In the United States as in many parts of the world people are discriminated against based on the color of their skin This type of skin tone bias or colorism is both related to and distinct from discrimination on the basis of race with which it is often conflated Preferential treatment of lighter skin tones over darker occurs within racial and ethnic groups as well as between them While America has made progress in issues of race over the past decades discrimination on the basis of color continues to be a constant and often unremarked part of life In *Color Matters* Kimberly Jade Norwood has collected the most up to date research on this insidious form of discrimination including perspectives from the disciplines of history law sociology and psychology Anchored with historical chapters that show how the influence and legacy of slavery have shaped the treatment of skin color in American society the contributors to this volume bring to light the ways in which colorism affects us all influencing what we wear who we see on television and even which child we might pick to adopt Sure to be an eye opening collection for anyone curious about how race and color continue to affect society *Color Matters* provides students of race in America with wide ranging overview of a crucial topic

Racial Subordination in Latin America Tanya Katerí Hernández, 2013

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- 6 Brazil at the forefront of Latin American race based affirmative action policies and census racial data collection
- 7 Conclusion the United States Latin America connections

The Architecture of Desire Solangel Maldonado, 2024-05-21

Explores the reach of the law into our most personal and private romantic lives The Architecture of Desire examines how the law influences our most personal and private choices who we desire and choose as intimate partners and explores the psychological economic and social effects of these choices Romantic preferences as shaped by law perpetuate segregation and subordination by limiting on the basis of race individuals prospects for marriage and marriage like commitments as well as economic and social mobility The book begins by tracing the legacy of slavery anti miscegenation segregation and racially discriminatory immigration laws to show how this legal landscape facilitated the residential economic and social distance between racial and ethnic groups which in turn continue to shape romantic preferences today Solangel Maldonado argues that the law further influences intimate choices by structuring the spaces within which individuals meet and interact via practices such as redlining gentrification and zoning Maldonado includes studies of online and offline dating preferences to demonstrate that romantic predilections follow a gendered racial hierarchy in which Whites are at the top African Americans at the bottom and depending on skin tone Asian Americans and Latinos in the middle These preferences may be explicit implicit or both but they are usually the result of stereotypes reflected in social and cultural norms Furthermore since marriage confers substantial legal economic and social advantages sexual racism further limits an individual s opportunity to find a partner and reap these benefits Finally the book proposes ways to minimize the law s influence over who we desire love and bring into our families such as changes to dating platforms as well as to housing education and transportation policies

Same Family, Different Colors Lori L. Tharps, 2017-10-03

Weaving together personal stories history and analysis Same Family Different Colors explores the myriad ways skin color politics affect family dynamics in the United States Colorism and color bias the preference for or presumed superiority of people based on the color of their skin is a pervasive and damaging but rarely openly discussed phenomenon In this unprecedented book Lori L Tharps explores the issue in African American Latino Asian American and mixed race families and communities by weaving together personal stories history and analysis The result is a compelling portrait of the myriad ways skin color politics affect family dynamics in the United States Tharps the mother of three mixed race children with three distinct skin colors uses her own family as a starting point to investigate how skin color difference is dealt with Her journey takes her across the country and into the lives of dozens of diverse individuals all of whom have grappled with skin color politics and speak candidly about experiences that

sometimes scarred them From a Latina woman who was told she couldn't be in her best friend's wedding photos because her dark skin would spoil the pictures to a light skinned African American man who spent his entire childhood trying to be Black Tharps illuminates the complex and multifaceted ways that colorism affects our self esteem and shapes our lives and relationships Along with intimate and revealing stories Tharps adds a historical overview and a contemporary cultural critique to contextualize how various communities and individuals navigate skin color politics Groundbreaking and urgent Same Family Different Colors is a solution seeking journey to the heart of identity politics so that this more subtle cousin to racism in the author's words will be exposed and confronted **The Meritocracy Paradox** Emilio J. Castilla, 2025-09-02

Meritocracy the idea that individuals should be rewarded based on their talent and hard work is one of the most widely celebrated ideals in education business and government It shapes how organizations recruit evaluate and promote promising a fair system where the best rise to the top But meritocracy has increasingly come under criticism for deepening inequality and reinforcing bias How did a once progressive ideal meant to level the playing field end up contributing to unfairness and privilege What happens when organizations treat merit as their guiding principle without questioning how it's defined or applied Most importantly how can today's leaders recognize and fix what's gone wrong In *The Meritocracy Paradox* Emilio J Castilla offers timely new answers to these fundamental questions He analyzes the structure and culture of meritocracy inside organizations providing real world examples from hiring and merit based bonuses in companies to admissions decisions at elite universities to show how personal biases and social barriers can undermine the values and outcomes these systems are meant to uphold Castilla provides practical research backed frameworks to help organizations achieve true fairness and opportunity for all Drawing on successful data based interventions he presents concrete strategies for improving recruitment selection evaluation promotion and compensation processes revealing how motivated leaders can identify and correct shortcomings with cost effective targeted solutions that deliver proven results *The Meritocracy Paradox* is essential reading for anyone seeking to understand and improve the intersection of merit fairness and equal opportunity in organizations *Denver University Law Review*, 2004 *Counselling Skills and Knowledge for SCoPEd B* Felicitas

Rost, Naomi Moller, Tanya Frances, Claudine McFaul, Gina Di Malta, Hayley Ness, 2025-08-13 This text supports you to develop the counselling competencies aligned to the SCoPEd framework professional standards in Column B It covers key competencies in client assessment self awareness and knowledge and skills with chapters on topics such as online counselling working with unconscious and out of awareness processes foundations of psychological assessment and using reflexivity in practice The book further emphasises the importance of research with chapters on how to understand and evaluate quantitative and qualitative research and how both can enhance your practice Throughout the authors foreground diversity informed and culturally sensitive ways of working supporting you to adapt your skills and knowledge to meet your clients needs Each chapter includes learning features such as practice relevant examples key definitions and opportunities

for reflection to support you on your learning and professional development journey *Decolonizing the Classroom* Jessica S. Krim, Jennifer M. Hernandez, 2021-06-29 Sixty seven years after Brown V Board of Education public education is more segregated and entrenched in white supremacy than in the Jim Crow Era of this nation The authors argue that an equitable education begins when we remove white supremacy from our teacher preparation programs This book analyzes the multiple ways in which educator preparation programs continue to center whiteness and white supremacy Innovative and affective practices are offered by the authors to enhance our educator preparation programs to center the lived experiences of students with marginalized identities in order to create a high quality equitable educational experience **Graph-Based Representation and Reasoning** Tanya Braun, Marcel Gehrke, Tom Hanika, Nathalie Hernandez, 2021-09-17 This book constitutes the proceedings of the 26th International Conference on Conceptual Structures ICCS 2021 held virtually in September 2021 The 12 full papers and 4 short papers presented were carefully reviewed and selected from 25 submissions The papers focus on the representation of and reasoning with conceptual structures in a variety of contexts The papers are organized in the following topical sections applications of conceptual structures theory on conceptual structures and mining conceptual structures **Latinos and Criminal Justice** José Luis Morín, 2016-03-28 This unique compilation of essays and entries provides critical insights into the Latino a experience with the U S criminal justice system Concerns about immigration s relationship to crime make accurate information and critical analysis of the utmost importance Latinos and Criminal Justice An Encyclopedia promotes understanding of Latinas and Latinos and the U S criminal justice system at the same time dispelling popular misconceptions about this population and criminal activity in the United States Unlike a traditional encyclopedia comprised solely of A Z entries this work consists of two parts Part I offers detailed essays on particularly important topics Part II provides brief A Z entries Topics are crossreferenced to enable easy research Among the wide range of topics covered are policing and police misconduct incarceration the war on drugs gangs border crime and racial profiling Historically important issues and events relative to the Latino experience of criminal justice in the United States are also included as are key legal cases **National Culture and Groups** Ya-Ru Chen, Elizabeth A. Mannix, Margaret Ann Neale, R. Wageman, 2006-07-04 Based on the premise that in an era of rapid globalization while there is a great deal of convergence on many aspects of group processes and interactions across national cultures it is the understanding and appreciation of the divergence among people of different national cultural backgrounds that make all the difference **This Is Your Brain on Stereotypes** Tanya Lloyd Kyi, 2020-09-01 An introduction to the science behind stereotypes From the time we re babies our brains sort and label the world around us a necessary skill for survival But there s a downside we also do it to groups of people in ways that can be harmful With loads of examples here s a scientific overview of stereotyping covering the history of identifying stereotypes secret biases in our brains how stereotypes affect our sense of self and current research into the ways that science can help us overcome them Adolescents are all too familiar with stereotypes Here s why our brains

create stereotypes and how science can help us do it less

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