

How old were you when you first became aware of your race?	Are you Hispanic or Latinx?	What is your race? Check one or more.	How do you define whiteness?	How do you benefit from whiteness?	How is whiteness operationalized and practiced to adversely impact black communities?	Where have you participated in or observed anti-blackness practices at our college?	What are some ways that we can work to eliminate anti-blackness practices at our college?
Adolescence	No	Asian: Indian Black or African American (a person having origins in any of the black racial groups of Africa)				No where	
Early childhood	No	Black or African American (a person having origins in any of the black racial groups of Africa)	A one up on everyone else	No	It's meant to suppress the black community	Interview committee	It hard to eliminate something that someone believes is a right
Adolescence	No	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	Entitlement	I don't	Whiteness is built in the backs of black communities.	No	Be deliberate and discisive in action when it comes to issues of anti-blackness and racism.
Early childhood	No	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	The color of my skin. I haven't heard this term until recently. But I guess I would define it as being in the white race.	I now understand better what white privilege means.	In hiring, in public communications (TV, internet) which seem to favor white people.	I have not participated or observed these practices.	Training and education on black history and racial injustice.
Early childhood	No	Black or African American (a person having origins in any of the black racial groups of Africa)	Privileged	I don't	Whiteness or the term was designed and constructed to imply rule or power or supremacy over others but in particular black people	Yes	Trainings at all levels, discussions, etc.
Adolescence	No	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	Cultural, social, political privileges and advantages/aspects constructed by and accorded to white people	I don't	Whiteness is operationalized throughout institutional racism.		Acknowledging that it exists and doing everything within our power to stand against it and eradicate it from our systems, practices, policies, etc.
Teenager	No	Black or African American (a person having origins in any of the black racial groups of Africa)		It has shaped my entire life	It has been the key instrument of power and oppression	Usually in personal exchanges, sadly among faculty	constant education and open dialogue
Early childhood	No	Black or African American (a person having origins in any of the black racial groups of Africa)	Anyone of European or American decent	access institutions and systems that do not benefit POC	It operates to exclude black communities from wealth and upward mobility in education, industry and property	Student interaction and faculty comments in and out of class	Call people out as it happens. build a culture of commitment to eliminating anti-blackness by lifting black voices, address anti-blackness in our campus culture and creating intrusive ongoing professional development.
Early childhood	Yes	Black or African American (a person having origins in any of the black racial groups of Africa)	white privilege Those with privilege and the ability to move through society freely and without discrimination.			curriculum I have observed it in meetings, forums, Senate meetings, emails and Board meetings. The campus and the District is fully engaged in institutionalized racism.	Education and encouragement of White allies to come forward and to help and support the movement toward an anti-racist platform, curriculum and institution. People of color leave the college when they come under constant attack.
Early childhood	No	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	It's first by skin color that one sees	I do not benefit from Whiteness. Preference for employment, customer service, loans. Feelings of being comfortable in society. Benefits from my efforts.	To continue to discriminate and oppress.		Getting people educated about equity and why affirmative action is needed, support politicians who are equity minded. Participate in the solutions with action.
Adolescence	Yes	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	Whiteness are the structures that produce white priveledge	I have had access to education and opportunities because of my culture.	Systemically less funding for education, access to housing and job opportunities	It's in the atmosphere in some way.	
Early childhood	No	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)		my white appearance has given me many more chances at getting things. I look white, so people automatically assume that I am white, which makes me someone that does discriminated upon	in education, govt policies and laws and personal biases (conscience and unconscious)	IDK	I hope to learn this in the webinar
Adolescence	Yes	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	a system of privilege			access to tech and other devices as we went remote.	join a support group and also join a multi-racial group; implement lesson plans that
Early childhood	Yes		privilege built from past generations		Whiteness supresses black communities In many, many, many ways. One that comes to mind that directly impacts our county is the history of "redlining" that created many segregated communities that we see perpetuated today. Recently friends of mine, both folks of color, purchased a home in Redwood City. When reviewing the historical documents associated with their new house was language that guaranteed that the future ownership of their home was met exclusively for white people.	I havent experienced it in our college	Create an assembly where college students must learn about anti-blackness and how it is horrible.
Early childhood	No	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	A system of oppression that values proximity to white skin color and European heritage at the expense of people of color.	I benefit everyday because of positive assumptions made about me do to my skin color		The recent racist video that was shared on social media comes to mind as a practice at our college that shows a culture of some members of our community who openly perpetuate anti-blackness.	I appreciate our conversations, like this one, and the call to challenge ourselves and others to examine our own identities and how they perpetuate white-supremacy and anti-blackness.
Teenager	No	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	Caucasian of western European descent, As a system that was born out of the unholy marriage of racialized capitalism and white supremacy. Whiteness is a system that rewards proximity to Whiteness as denoted by a lack of melanin, and pathologizes distance from whiteness as evidenced by distance from Whiteness, or a surfeit of melanin. It is a pigmentocratic system		From redlining to disparate funding for everything	I have not knowingly participated.	Better self awareness is a good beginning
Early childhood	No	Black or African American (a person having origins in any of the black racial groups of Africa)		I dont in the same what that white people do, though I do benefit because I am a lighter skinned Black person.	how is it not? It is diametrically opposed to blackness	Macrostructural institutionalized Policies, practices, pedagogies	some much to talk about Mandatory flex day training for ALL employees on campus and the district, hiring that is intentional and aims to diversify faculty and staff at the college, and explicit and visual representation of pro-blackness around the college (in advertising, art, and curriculum).
Adolescence	Yes		closeness and proximity to being or appearing to be of European decent	The color of my skin making me look like a less threatening Latinx individual.	It is perceived to be superior, ideal and the opposite to blackness, thereby placing black communities in a negative light. Assuming that we all start with the same opportunities and resources, and that of us 'choose' not to succeed when in reality black communities lack many resources	In classrooms, in the way that black students are addressed by staff, faculty, and even administrators.	
Teenager	Yes		As simple as possible... having the OPTION to 'not see color'			We lack learning communities for black students	Increasing support like learning communities
Adolescence	Yes		Those who use their privilege to serve themselves and their race alone	I don't			Awareness - and the steps that produce change
Early childhood	No	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	Having light skin, anglo-esque names	I am given the benefit of the doubt, I am not harassed by various power structures, I am generally privileged or alternately not punished for not being white	There are many systems and policies that have been created to specifically criminalize or destroy black communities (e.g., various freeway constructions, exclusionary home ownership programs, etc)	I don't know and that seems to be half of the battle	That's what I would like to know

Adolescence	No	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	Whiteness is, well, everything about fair-skinned people. It's our privilege, and it's our ethnicity, I guess	I am an immigrant, and if I were dark-skinned, I know I would be discriminated against. But nobody sees my immigrant status because of my whiteness. I have never been beat up for my skin tone or objectified for it. Just a recent example of even unknown privilege: I was walking around my neighborhood yesterday and saw two police cars. I was confused, and I didn't know why they were there, driving around. I kept walking. I later realized that just the ability to be curious and disregard why the police were there is privilege, and also confusion as to why they were in my neighborhoods.	Oof, big question. Well, one way: racial redlining (which is technically illegal, but political redlining isn't, so that's a big loophole). Another: the climate crisis. Marginalized communities are most affected by it. Finally: police brutality. And I really cannot delve into that right now, but ... well... white supremacist police officers D:	The first incident I've seen here is the video from last week. I was shocked.	Continue holding meetings, emphasize that racism is NOT tolerated, and here's one that I would REALLY LIKE: requiring ALL students to attend a webinar/lecture on systemic racism and combatting it to pass the semester + maybe hand in notes they take!!
Young adult	No		a person having origins in any of the original peoples of Europe, the Middle East, or North Africa	Racism infuses everything in our society, from schooling, to media, to the products we buy, to employment, to our police forces and military, etc. There is nothing that isn't tainted by racism, and having grown up in this society has given me implicit biases that I try very hard to identify and counter. I am more likely to feel like I belong in a social situation, public setting, or workplace; and I am less likely to be perceived by others as not belong. Also, I am more likely to have more substantial family financial inheritance.	As i mentioned, racism infuses everything in our society and there is no aspect that isn't tainted by it.	Not personally Yes - I have attended and participated in a range of forums, from invited speakers to general discussions. I have been part of Guided Pathways and Academic Senate meetings discussing different policies and procedures, such as hiring. Also, I have taken the Unconscious Bias District training.	Education and conversation
Early childhood	No	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa) Black or African American (a person having origins in any of the black racial groups of Africa), American Indian/Alaskan Native (a person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment), White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	The general privilege of having one's racial identity as an implicit norm/what is expected.	whiteness is a social construct that impacts critical aspects of human lives by marginalizing those deemed less white in favor of those deemed white or closer to white	As mixed race person I benefit from whiteness by being treated more favorably in some instances than people whose skin color or other features are deemed less white than mine	I have observed anti-blackness throughout my career as a community college employee	Better knowing each other and our students, including examples of how people have been discriminated against, felt alienated. It's important to hear about a range of experiences to appreciate both the range of obstacles and possible solutions.
Early childhood	No	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	Systemic privilege, benefits, resources, and access to wealth afforded to individuals and communities based on the color of skin and the social construction of race	In many ways, and it also depends on the context and which of my identities is seen first or privileged/targeted first	white privelege (as a construct of whiteness) is operationalized in all aspects of our lives: education, employment, justice systems, housing, and many more. It is operationalized explicitly through laws and policies and implicitly through culturally reinforced norms and behaviors that are normalized over time at our college, educational gatekeeping; bureaucracy that upholds privilege and access to resources for communities; uninterrogated equity practices that are taken at face value as "equitable" or "supporting diversity" without any data	I have observed anti-blackness throughout my career as a community college employee	Completey re-envision our entire approach to education and hiring
Early childhood	Yes	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	The general privilege of having one's racial identity as an implicit norm/what is expected.	In many ways, and it also depends on the context and which of my identities is seen first or privileged/targeted first	I am more likely to feel like I belong in a social situation, public setting, or workplace, and I am less likely to be perceived by others as not belong. Also, I am more likely to have more substantial family financial inheritance.	Yes - I have attended and participated in a range of forums, from invited speakers to general discussions. I have been part of Guided Pathways and Academic Senate meetings discussing different policies and procedures, such as hiring. Also, I have taken the Unconscious Bias District training.	Better knowing each other and our students, including examples of how people have been discriminated against, felt alienated. It's important to hear about a range of experiences to appreciate both the range of obstacles and possible solutions.
Early childhood	No	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	The general privilege of having one's racial identity as an implicit norm/what is expected.	Whiteness is the perception of one person's skin color and European background that also indicates power and privilege in the US and across the world.	I benefit from whiteness by being perceived as "better" or "more beautiful" than others in my community because I am lighter than others in my family. I also am treated as more of an authority because I "sound white" and can "pass" in other areas.	I have not seen it in our college directly, but I know it is an issue that is systemic, even in the hoops students must face in order to even enroll in the college, and is indicative of why students aren't coming to Cañada.	Better knowing each other and our students, including examples of how people have been discriminated against, felt alienated. It's important to hear about a range of experiences to appreciate both the range of obstacles and possible solutions.
Early childhood	Yes	White (a person having origins in any of the original peoples of Europe, the Middle East, or North Africa)	Whiteness is the perception of one person's skin color and European background that also indicates power and privilege in the US and across the world.	Whiteness is the perception of one person's skin color and European background that also indicates power and privilege in the US and across the world.	I think it is seen in school as early as pre-school and kindergarten. You can see it when black children are expected to test lower or have bad behavior and therefore singled out more.	I have not seen it in our college directly, but I know it is an issue that is systemic, even in the hoops students must face in order to even enroll in the college, and is indicative of why students aren't coming to Cañada.	Outreach into elementary schools and community events, connecting people to faculty and staff on and off campus for them to see successful black professionals.