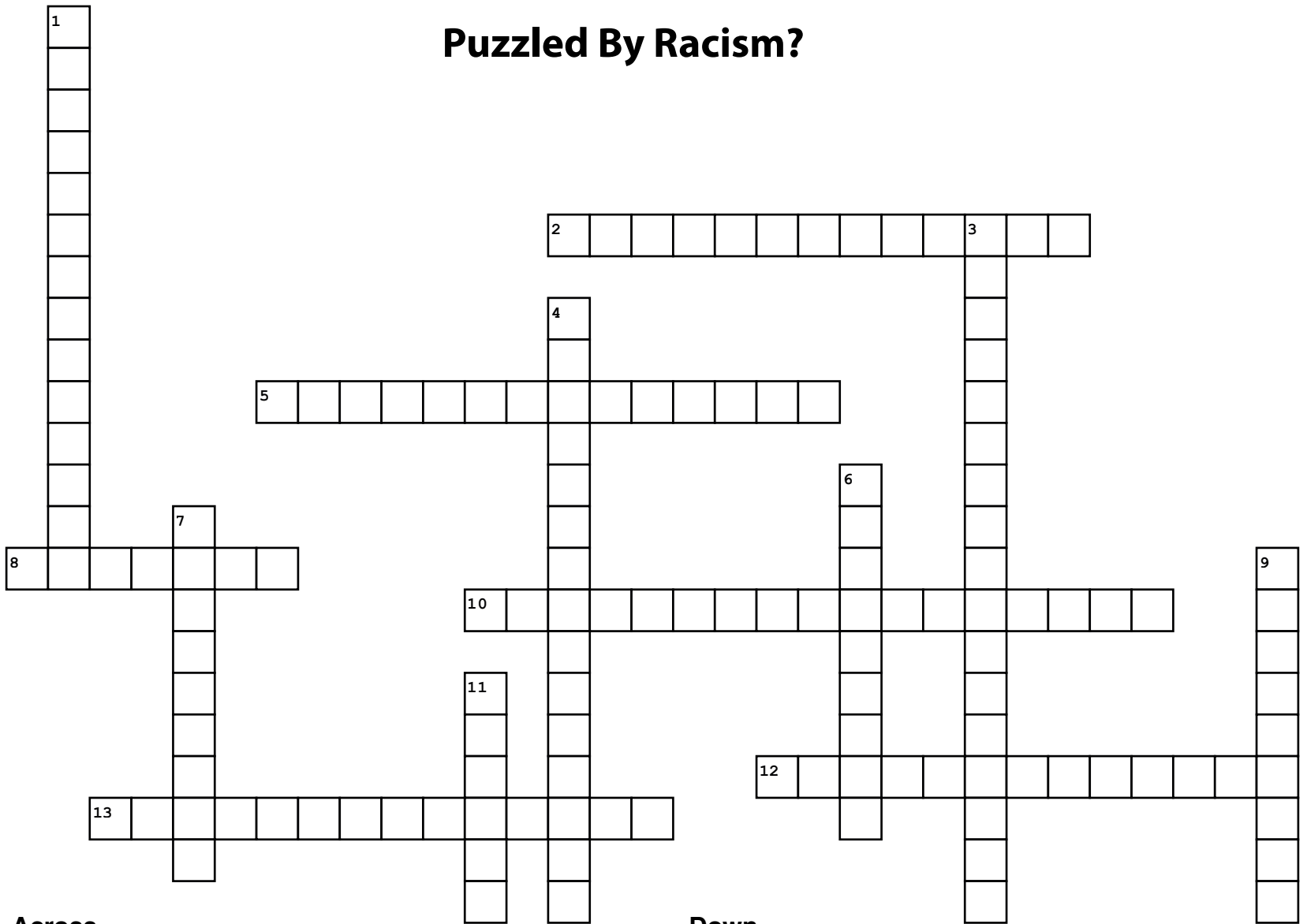


# Puzzled By Racism?



## Across

- 2.** A vision and transformation of society to eliminate racial hierarchies and advance collective liberation, where Black, Indigenous and People of Color, in particular, have the dignity, resources, power, and self-determination to fully thrive.
- 5.** Includes institutional and structural racism. (Institutional racism occurs within institutions. It involves unjust policies, practices, procedures, and outcomes that work better for White people than people of color, whether intentional or not. Structural racism refers to racial inequities across institutions, policies, social structures, history, and culture.)
- 8.** Esteem or honor for someone or something; regard for another person’s humanity and dignity (e.g. truly listening to someone when they speak or being considerate of the perspectives of others, the “Golden Rule”—treating others as you would want to be treated).
- 10.** Autonomy, self-governance, and self-determination by Indigenous tribes and communities.

## Down

- 1.** Societal and systematic advantages that benefit white people over people of color.
- 3.** A framework for understanding the intersecting and compounding systems of oppression experienced by BIPOC people (Black, Indigenous and People of Color). The term was coined by scholar Kimberlé Crenshaw, while Black women and femmes throughout history paved the way for this concept.
- 4.** Attitudes or stereotypes that affect our understanding, decisions and actions in an unconscious manner.
- 6.** Variety or representation of racial identities or characteristics (e.g. African Americans, Native Americans, Latinx, Asian Americans) --a quantitative measure of representation.
- 7.** Government by the people; a government in which power is vested in the people and exercised by them directly or indirectly through a system of representation usually involving periodically held free elections.

**Across**

**12.** Bias and discrimination directed at people of African descent, rooted in the history of enslavement and colonization.

**13.** The ability to recognize that your single view of the world and race is not absolute and that there are many other valid and important perspectives from people across different races.

**Down**

**9.** The measure of the quality of representation, such as full access, authentic representation, empowered participation, true belonging and power-sharing-- a qualitative measure of representation.

**11.** Ensures that outcomes in the conditions of well-being are improved for marginalized groups, lifting up outcomes for all. A measure of justice.

Complete this puzzle online at <https://www.raceforward.org/bannedwords/crossword>