



Allegheny County Department of Human Services

## Speaker Series

Tim Wise, July 19, 2023

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**What are the differences between diversity, equity, inclusion (DEI)?**

<https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-diversity-equity-and-inclusion>

**What is Critical Race Theory? Why is it under attack?**

<https://www.edweek.org/leadership/what-is-critical-race-theory-and-why-is-it-under-attack/2021/05>

**What is a dominant cultural narrative?**

<https://sites.lsa.umich.edu/inclusive-teaching/wp-content/uploads/sites/853/2021/12/Dominant-Narratives.pdf>

**What is Privilege?**

[https://unitedwaysem.org/equity\\_challenge/day-3-what-is-privilege/](https://unitedwaysem.org/equity_challenge/day-3-what-is-privilege/)

**Is racial equity a zero-sum game?**

<https://www.npr.org/2011/07/13/137818177/racism-as-a-zero-sum-game>

**What are the different forms of racism?**

<https://www.seattle.gov/documents/Departments/RSJI/Resources/RSJI-4-Types-of-Racism-August-2021-City-of-Seattle-Office-for-Civil-Rights.pdf>

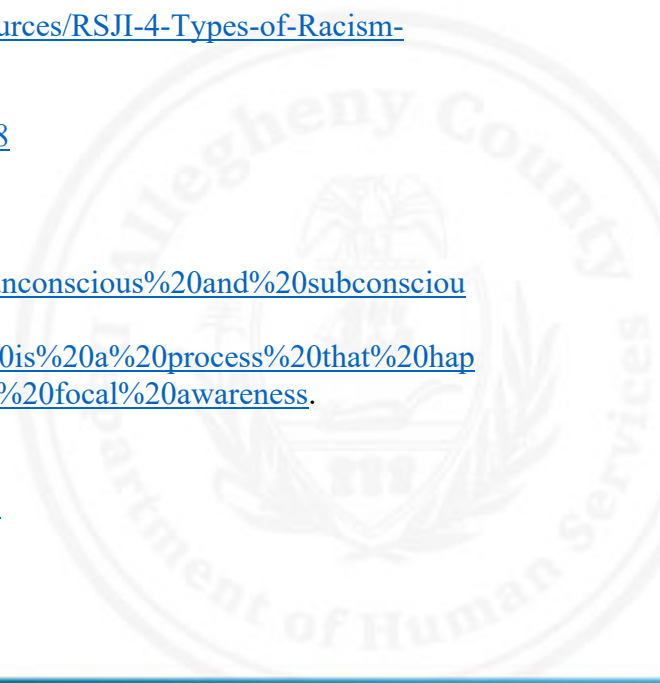
<https://www.today.com/tmrw/what-systemic-racism-t207878>

**What is subconscious bias?**

<https://diversity.social/unconscious-vs-subconscious/#:~:text=The%20difference%20between%20unconscious%20and%20subconsciou s,-The%20unconscious%20and&text=The%20unconscious%20is%20a%20process%20that%20happens%20automatically%20and%20is.not%20actively%20in%20focal%20awareness.>

**What is White Fragility?**

<https://www.healthline.com/health/white-fragility#takeaway>



**What did Tim Wise mean when he described racism on a racetrack?**

<https://kresge.org/news-views/reexamining-history-the-roots-of-structural-and-institutional-racism-in-the-u-s/>

**What is the Myth of Meritocracy? Why do we need to rethink the narrative that anyone can make it in America?**

<https://news.harvard.edu/gazette/story/2021/01/the-myth-of-meritocracy-according-to-michael-sandel/>

<https://ihpi.umich.edu/news/why-its-hard-blacks-pull-themselves-bootstraps-when-it-comes-health>

**Where can I learn more about the history of racial discrimination in housing?**

<https://www.npr.org/2017/05/03/526655831/a-forgotten-history-of-how-the-u-s-government-segregated-america>

**What did Tim Wise mean when he mentioned ‘interest convergence’?**

<https://www.npr.org/sections/codeswitch/2017/04/19/523563345/a-theory-to-better-understand-diversity-and-who-really-benefits>

**Want to learn more? Try these books by Tim Wise:**

- [White Like Me: Reflections on Race from a Privileged Son](#)
- [Affirmative Action: Racial Preference in Black and White](#)
- [Speaking Treason Fluently: Anti-Racist Reflections From an Angry White Male](#)
- ["The Pathology of Privilege: Racism" \(PDF\)](#)
- [Between Barack and a Hard Place: Racism and White Denial in the Age of Obama](#)
- [Colorblind: The Rise of Post-Racial Politics and the Retreat from Racial Equity](#)
- [Dear White America: Letter to a New Minority](#)
- [Under the Affluence: Shaming the Poor, Praising the Rich and Sacrificing the Future of America](#)
- [Dispatches from the Race War](#)