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by Race Race

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Societies and nations experience different forms of discrimination such as sexual harassment, gender discrimination, religious discrimination, and ethnic and racial discrimination. Racism refers to the belief that there exist distinct human races with inherent differences that influence their abilities and shows that some races are generally superior to the other. Racism can be viewed as either individual racism and systemic racism. Individual racism arises from personal bias and the focus is on whether individual people are racists based on their beliefs, attitudes, actions, and decisions. Systemic racism arises from policies, protocols, and processes rooted in institutional settings within society. For instance, in schools, hospitals, prisons, and governmental offices. Systemic racism involves the use of available authority and power to treat other people unjustly. According to (Kendi, 2016), there is something wrong about black people that is set to remain the same unless they are assimilated into whiteness. The major grievance was the theories used to describe the existence of racism, the major one being the polygenesis. Polygenesis shares the idea black races were created separately from the white races. Moreover, the discrimination was defended by the argument that slavery during the nineteenth century was a divide opportunity to save the souls of African men since they were associated with immorality and devilishness while the white was highly associated with purity. However, Kendi suggests that rather than trying to educate people to leave their cultures and do away with racisms, people, societies, and governments should try to eliminate racial policies, since racist ideas are usually developed due to the support of these racial policies.

A policy can be defined as a value of conduct, attitudes and behaviors thought to be pleasing especially shown by a government or other bodies of authority. Policies ²play an important role in determining whether diversity and multiculturalism are embraced or rejected. For instance,

if a policy exists that encourages discrimination, then racial discrimination would be the most affected since it would create dangerous effects among citizens through the creation of race-related policies. According to (Williams et al, 2019), implementation of effective policies can reduce the general level of racial inequalities and improvement of the general quality of life. For instance, ensuring equality in housing, education, employment, and reduction of poverty. Based on a talk by (Buchanan et al, 2020), a lot of people in the United States are struggling with anger, frustration, sadness, and helplessness. Therefore, the path to bring out the change in systemic racism involves changing the culture so that society can be accountable to the values of the community. Furthermore, the demand concerning racism at the federal and local level need to be recognized so that communities can comprehend how policing is done since citizens and communities need to hold a deeper level of accountability concerning racism. Furthermore, normalizing injustice can act as a path to reduce systemic injustice by ensuring that no discrimination in offering judgments and sentences between different races and ethnic groups. The two major resources that can be utilized to access these paths effectively include the media and the justice system of the United States of America. The media can either encourage or discourage systemic racism depending on how they present their ideas and reports. The justice department provides a channel for power and the creation of better policies to ensure that the criminal justice system is just and that sentences are offered effectively irrespective of a person's skin color.

Apart from the media and the justice system, raising awareness within communities and societies can help in curbing systemic racism. Awareness refers to the quality or state of consciousness or knowing something. Creating awareness about systemic racism can be done through anti-discrimination training activities, anti-racism campaigns, and effective education sessions. Anti-discrimination training activities involve training aimed at the individuals

responsible for addressing the minorities and influence fighting racism within organizations and society. It aims at simulating social and other situations where exclusion may occur knowingly or unknowingly and determines how certain situations can be dealt with. Campaigns encourage and support the initiatives in communities, alters the policies, and responds to incidences of racism in both workplaces and the general environment. Moreover, educational sessions through school workshops and programs can be used to show racism as a red card that should not be tolerated or ignored. According to (Thurber et al, 2013), the education sessions equip students and community members with the chance to analyze, comprehend and intervene in oppression systems to advance ethnic and racial equality among the people of the United States of America. Therefore, to ensure that there is maximum participation in these activities, purposively, material and solidary incentives must be offered. Material benefits refer to tangible rewards such as fringe benefits, solidary incentives refer to intangible rewards such as socialization while the purposive incentive is intangible rewards that offer a sense of group mission. Therefore, to improve participation in anti-racism activities, the major incentives should be the purposive rewards since people should participate at their own will and not feel like they are being forced into anti-racism sessions and campaigns. Based on research by (Hildreth, 1994), non-monetary purposive incentives come from serving a cause that they are passionate about the principle. Purposive incentives reflect the understanding of the goals of the groups towards fighting discrimination and racism.

To promote racial equality in the United States of America, tactics must be put in place to press these changes. For instance, financial equality is a useful step in any form of equality. The number of the minority-owned business is increasing yet the black continues to experience financial hardships at disproportionate rates. Moreover, boycotting from private prisons can be a useful tool since most corporations benefit from prison labor and government prisons would ensure

that every prisoner is treated fairly. Furthermore, supporting the local community empowerment initiatives can help citizens that feel discriminated against to fight for their rights, for instance, the black lives matter campaign encourages the fight against the discrimination of black people within the US and has increasingly spread to the entire world. However, fighting systemic racism may be faced with challenges and risks. First, the media is doing a poor job since it reinforces different stereotypes and covering the ongoing protests that lead to reliance on social media sites, that is, they are seen to be fueling racism. Moreover, business institutions are too slow in seizing the moment to take tangible action, thus leading to huge gaps between the expectations and performance in organizations (Edelman, 2020). Therefore, the responsible authorities and the government can respond by ensuring structural equality is available since black people within the united states ³ are more likely to live in a hyper-segregated low-income area that has limited resources (Denworth, 2020). The Black Lives Matter movement was a result of the violence against black people for centuries. For instance, policies brutality and unjustified murders of African-American citizens.

Humanity connected through technology provides both advantages and disadvantages. For instance, we have online abuse, bias, polarization, and fake news. Despite the media being responsible for fueling racist activities, they may also act as a resource in combating the war against systemic racism. For instance, monetization of black culture and creativity through advertisement and utilization of consumer products, gaming, sports company, and music that address racist content (Kulaszewicz et al, 2015). Through the internet, awareness against discrimination can be spread through social media sites, business websites, and organizational online noticeboards. Raising awareness is important because it increases enthusiasm, creates support, stimulates self-mobilization, and leads to effective actions. Based on research by (Burt et

al, 2013), awareness in different societies is influenced by their cultural values in such a way that the social-psychological model links personal experiences with racial discrimination. That is, some cultures have been highly affected by racism therefore, they view discrimination differently from how other communities will view it.

In conclusion, systemic racism affects social, economic, and how interactions are made. This leads to the development of anti-racist organizations such as the Black Lives matter global network foundation. It is an activist organization started in 2013 whose ideology focused on anti-racism, African-American leftism, black nationalism, intercommunal, revolutionism socialisms, and anti-capitalism. Their social movement strategy to solve systemic racism involved instituting free breakfast for children to combat food injustice and improve general health for all African-American citizens in the US. They influenced local politics towards the support of leaders that were against racism, maintained continued community training programs. Moreover, they advocate for the eradication of systemic racism and prevention and control of police brutality against African-American citizens.

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