

Unique Get Together Society's Dismantling Racism A Concentration in Colorism  
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Arizona State University FAS 588 Capstone III

### Abstract

This conference project is based on my fieldwork assignment with the Unique Get Together Society and their project called Dismantling Racism. My concentration has to do with colorism and the effects it has directly in the Mexican culture in El Paso, Texas. The heavy presence of racism in today's society is a major issue and the organization that I am directly working with is committed to changing this societal problem that plagues the world we live in. This case study examines the internal mindset of the people who participate in and are subject to colorism in their culture. And the purpose is to examine and execute solutions that help to dissolve racism in specific communities and then implement them globally in other areas.

### Unique Get Together Society's Dismantling Racism A Concentration in Colorism

According to (Merriam-Webster Dictionary Online) "The term colorism is defined as prejudice or discrimination especially within a racial or ethnic group favoring people with lighter skin over those with darker skin" (Colorism, N.D.). The demographic in which colorism was researched was Mexicans located in El Paso, Texas. There is a need in this community to identify the psychological and socialization effects that happen internally within this culture and location. According to Hersch, J. (2018) "There is vast evidence that within almost every culture, those with lighter skin color receive better treatment. A substantial empirical literature finds differential outcomes based on color along numerous dimensions including earnings, education, social status, and occupational attainment. Skin color has a strong influence on earnings among legal immigrants to the United States" (Pg. 2117-2118). The Unique Get Together society is an organization based out of Canada and their project is called Dismantling Racism. The goal is to examine racism in different areas of the world and possible solutions to address and remedy racism. This task will be used to create universal answers that can be used globally to combat the issue of racism. This paper will now examine and break down case studies and interviews that examine the inner workings of Mexicans with lighter skin and darker skin so that one can better understand their mind frames concerning colorism. And outline the issue of racism and possible solutions that can solve and improve race relations among the people in this area.

#### **Case Study of Lady Blanco (Fictitious Name)**

**Intern Name:** Jahi L. Perry

**Number of Sessions (date began/end):** Three Sessions/Interviews July 14, 2021 to July 16, 2021

**Internship Site:** Riipin Unique Get Together Society "Dismantling Racism"

**Site Supervisor: [Name and Title]** Ms. Debra Abraham

### **IDENTIFYING INFORMATION**

**Client's Name:** Lady Blanco (Fictitious Name)

**Race:** Mexican but identified as White Hispanic

**Sex:** Female

**Age:** 35

**Education:** Bachelor's Degree in Business

**Current Work Situation (if applicable):** Real Estate Agent with own office

**Marital Status (if applicable):** Single

**Children (if applicable):** None

**REASON FOR REFERRAL:** To assist in college field work that spotlights her race. Felt it showed her company is involved in community service projects. But she was not in touch with the community race problems around her. A debate with acquaintances telling her that she was the same as the Mexicans who were detained at the border and she said that she doesn't think that they are the same culture. She said she was Mexican but they are Mexican Mexican meaning different than her. She needed some diversity training.

**PRESENTING PROBLEMS:** This client displayed a behavior of denial and self-hatred. According to DiAngelo, R.J. (2018) “We cannot understand modern forms of racism if we cannot or will not explore patterns of group behavior and their effects on individuals” (Pg.12). She was not willing to look at things from any other point of view but her own. Also presented a false sense of awareness about the truth of racism occurring in the world today. The client displays a huge prejudice and discriminatory attitude about darker skin Mexicans.

**PERTINENT HEALTH INFORMATION:** The physical health of the first case study is unknown and not relevant to the line of questioning.

### **PSYCHOSOCIAL HISTORY**

**A. Living Situation:** Lives alone in a two-bedroom apartment on the westside of town the richer area of the city

**B. Family History:** There is a traditional family structure her mother and father are married. And she has one sibling a brother. The father is the main and only income earner and they consider themselves middle class. The mother stays at home but they have a maid that cleans and cooks. They family shows a strong sense of pride being part of private social clubs and owning vacation property. They are really into showing an affluent lifestyle. The strengths I observed were a strong since of family bonding for appearance’s sake. But they seemed uninterested in being around each other socially. My concern was the mental pressure placed on the family to keep up appearances.

**C. Developmental History:** a milestone was met and the subject has determined that they will attend diversity training classes and participate in community organizations diversity styles programs.

**D. Social History:** Active member of the local Catholic Church, member of white glove debutant society, member of college sorority

**E. Education History:** Bachelor’s Degree in Business and was a member of her major’s honor society. Has always been a good student and their strength is time management and good study habits. Able to retain formal information by lecture or notes.

**F. Employment History (include military history):** After college her father helped her open her real estate business this has been her only real job.

**ASSESSMENT:** To get a starting point of where or rather what view point was presented by this client concerning colorism I used the Implicit Association Test (IAT). The Implicit Association Test (IAT) examines the strength of associations between concepts (e.g., black people, gay people) and evaluations (e.g., good, bad) or stereotypes (e.g., athletic, clumsy). The main idea is that making a response is easier when closely related items share the same response key. For this case study I used the Skin-Tone IAT for darker vs lighter skin. And when referencing the interview and notes and the reason for the referral this client’s assessment shows a preference towards lighter skinned people. I have attached the assessment results below.

**You have completed the study.**

During the Implicit Association Test (IAT) you just completed:  
Your responses suggested a strong automatic preference for Light Skinned People over Dark Skinned People.

**Disclaimer:** These IAT results are provided for educational purposes only. The results may fluctuate and should not be used to make important decisions. The results are influenced by variables related to the test (e.g., the words or images used to represent categories) and the person (e.g., being tired, what you were thinking about before the IAT).

**How does the IAT work?**  
The IAT measures associations between concepts (e.g., Light Skinned People and Dark Skinned People) and evaluations (e.g., Good, Bad). People are quicker to respond when items that are more closely related in their mind share the same button. For example, an implicit preference for Light Skinned People relative to Dark Skinned People means that you are faster to sort words when "Light Skinned People" and "Good" share a button relative to when "Dark Skinned People" and "Good" share a button.

Studies that summarize data across many people find that the IAT predicts discrimination in hiring, education, healthcare, and law enforcement. However, taking an IAT once (like you just did) is not likely to predict your future behavior well.

**Percent of web respondents with each score**

Strong automatic preference for light skin compared to dark skin	23%
Moderate automatic preference for light skin compared to dark skin	28%
Slight automatic preference for light skin compared to dark skin	17%
Little to no automatic preference between skin tones	19%
Slight automatic preference for dark skin compared to light skin	7%
Moderate automatic preference for dark skin compared to light skin	5%
Strong automatic preference for dark skin compared to light skin	2%

This distribution summarizes 804,453 IAT scores for the 360-item task completed between April 2004 and December 2005.

**Does the order in which I took the IAT matter?**  
The order in which you take the test can influence your results, but the effect is small. We minimize this effect by giving practice trials after the categories switch sides. We also randomly assign the order of the IAT so that some people get one order and other people get the reverse order.

**I still have questions about the IAT.**  
If you have questions about the IAT, please consult the links at the top of the page, where you will find answers to frequently asked questions, links to related research, and additional information about implicit associations. You may also email us with questions or comments.

Please answer the following questions about your results:

1. What brought you to this website?

2. What do you think of the IAT?

	Not at all	Slightly	Moderately	Very	Extremely
To what extent did you enjoy trying the IAT?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
To what extent did the IAT score you received change your view of yourself?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To what extent are you skeptical of the IAT score that you received?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**COURSE OF ACTION:** The main course of action would be to enroll this client into diversity training classes. This would be like a rethinking and teaching situation. Showing this client how recognize and work with people who are different than herself. And a focus on ethnic training also which explains that her skin pigmentation difference does not make her different from any other shade of Mexican person. Basically, a reeducation needs to take place. This client needs to address behavior taught from childhood that makes her feel like her pigmentation makes her a better person in the eyes of society. Teach her to be an advocate for her people and interacting as an equal and not superior. Also volunteering with agencies like the Unique Get Together Society and getting first-hand experience with how to improve race relations and fix how racism can damage society.

**CONCLUSION:** This client has looked up some organizations in their area and has enrolled in a diversity course. They look to start at the end of the summer when business slows down for the holiday season. Because the work we completed for this case study was short term I have put them in touch with community groups with diversity training so that when our time is terminated, they can get the help to progress from where we are now. And help be part of the solution to dismantle racism.

**Case Study of Lady Negro (Fictitious Name)****Intern Name:** Jahi Perry**Number of Sessions (date began/end):** Three Sessions/Interviews July 11, 2021 to July 13, 2021**Internship Site:** Riipin Unique Get Together Society “Dismantling Racism”**Site Supervisor:** [Name and Title] Ms. Debra Abraham**IDENTIFYING INFORMATION****Client's Name:** Lady Negro (Fictitious Name)**Race:** Mexican and she has a dark skin complexion**Sex:** Female**Age:** 37**Education:** High School Graduate**Current Work Situation (if applicable):** Owner of a cleaning service**Marital Status (if applicable):** Married**Children (if applicable):** Four Children

**REASON FOR REFERRAL:** This client has been experiencing what they have deemed as racist behavior towards them during work contracts they execute. And it's becoming an issue in public settings and causing their overall mood to be negative. And anger has become an issue because they are constantly having to fight to be treated fairly when interacting with lighter complexion Mexican people. This subject is looking for resources and organizations that will help them spread diversity teaching. And they are also looking for diversity community outreach programs.

**PRESENTING PROBLEMS:** This client has anger issues stemming from direct cultural racism. Feelings of despair from negative feelings about their complexion. And this subject is concerned about not being articulate enough to explain diversity training techniques. This subject has developed their own prejudice against lighter skinned Mexican people. And fear her children will be treated unfairly is a major concern.

**PERTINENT HEALTH INFORMATION:** The physical health of the second case study is unknown and not relevant to the line of questioning.

**PSYCHOSOCIAL HISTORY**

**A. Living Situation:** Lives in the family home she grew up in with her husband, four kids, siblings and parents.

**B. Family History:** This subject lives in a large communal family dynamic and they share everything. The father, mother, three siblings with either their kids or spouses, her and her family (husband and kids) all work and pitch in and put all money in one pot. They believe strongly that family should always stay together and take care of each other. My concern is that there is a lack of independence and a forced obligation to please the family and not do what truly fulfills them individually.

**C. Developmental History:** a milestone was reached the client wants to enter into diversity teaching training and seek counselling for emotional distress.

**D. Social History:** Member of local community Angelic Christian Church, played volleyball in high school

**E. Education History:** High School graduate was average student did not like school much as a kid but has a desire to take college courses now.

**F. Employment History (include military history):** Has formed their own cleaning business and works as a family business, has always done custodial work.

**ASSESSMENT:** To get a starting point of where or rather what view point was presented by this client concerning colorism I used the Implicit Association Test (IAT). The Implicit Association Test (IAT) examines the strength of associations between concepts (e.g., black people, gay people) and evaluations (e.g., good, bad) or stereotypes (e.g., athletic, clumsy). The main idea is that making a response is easier when closely related items share the same response key. For this case study I used the Skin-Tone IAT for darker vs lighter skin. And when referencing the interview and notes and the reason for the referral this client’s assessment shows a preference towards darker skinned people. I have attached the assessment results below.

You have completed the study.

During the Implicit Association Test (IAT) you just completed:  
Your responses suggested a moderate automatic preference for Dark Skinned People over Light Skinned People.

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**How does the IAT work?**

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Studies that aggregate data across many people find that the IAT predicts discrimination in hiring, education, healthcare, and law enforcement. However, taking an IAT once (like you just did) is not likely to predict your future behavior well.

**Percent of web respondents with each score**

Preference Category	Percent of Respondents
Strong automatic preference for light skin compared to dark skin	23%
Moderate automatic preference for light skin compared to dark skin	28%
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Moderate automatic preference for dark skin compared to light skin	5%
Strong automatic preference for dark skin compared to light skin	2%

This distribution summarizes 804,482 IAT scores for the skin-tone test completed between April 2004 and December 2005.

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**Please answer the following questions about your results:**

1. What brought you to the website?

Other

2. What do you think of the IAT?

	Not at all	Slightly	Moderately	Very	Extremely
To what extent did you enjoy trying the IAT?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To what extent did the IAT score you received change your view of yourself?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To what extent are you skeptical of the IAT score that you received?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**COURSE OF ACTION:** The course of action that would be taken with this client would be to place this client in emotional control classes such as anger management and self-esteem improvement counseling. Then enroll them in a class that teaches them to be a diversity training leader, this would allow them to be able to teach others about working with others different from themselves. But also teaches them to control their emotions and cope with the stress of being the main target of racism through out life. The key for this client is to repair emotional damage done and to shift the thought process from victim to advocate and teacher. And volunteering to push initiatives of organizations like the Unique Get Together Society will help advance the mission of dismantling racism.

**CONCLUSION:** This client has looked at free community counseling for anger and emotional stress from their Medicaid provider and plans to work with local diversity activist group to learn how to teach about diversity. This client had a plan and I helped point them in right direction and lock in appointment dates for September. This will ensure that after our short-term session were completed, they could move forward with the treatment they need.



**Reference**

Colorism. (n.d.) In Merriam-Webster's collegiate dictionary. <http://www.merriam-webster.com/dictionary/Colorism>

DiAngelo, R. J. (2018). White fragility: why it's so hard for white people to talk about racism. Beacon Press.

Hersch, J. (2018). Colorism Against Legal Immigrants to the United States. *The American Behavioral Scientist* (Beverly Hills), 62(14), 2117–2132.  
<https://doi.org/10.1177/0002764218810758>