Racial Realism: offers that constructs of race and racism are endemic to American society and individuals should resist and fight with the hope of improving society (Bell, 1992).

Myth of Meritocracy/Colorblindness: assumes that any one, regardless of race, who works hard enough, can advance in society thus, dismissing differentiated social experiences associated with race (Bergenson, 2003).

Counter-Narratives: challenge narratives that paint institutions as contributing to social equity and rewarding all people who work hard while (in reality) maintaining systems of inequity and marginalizing people of color (Bergenson, 2003; Patton, 2015).

Intersectionality and Essentialism: denotes the layered and multiplicity of minoritized persons’ identities and experiences, and, assumes that particular social groups can be defined by a narrow set of common experiences or characteristics shared by all members of the group (Delgado & Stefancic, 2001; Nash, 2008).

Interest Convergence: offers that concerns about race and racism are addressed only when institutional reputation is threatened and progress for underrepresent groups is encouraged when it benefits dominant groups in power (Bell, 1980).