



Levels of Racism

Individual/Interpersonal: Individual racism refers to an individual's racist assumptions, beliefs or behaviours; can be conscious or unconscious. Interpersonal racism occurs between individuals. Once we bring our private beliefs into our interaction with others, racism is now in the interpersonal realm.

Internalized Supremacy/Racism: Internalized supremacy/racism is the personal conscious or subconscious acceptance of the dominant society's racist views, stereotypes and biases of racial and ethnic groups. It gives rise to patterns of thinking, feeling and behaving that result in discriminating, minimizing, criticizing, finding fault, invalidating, and hating others/oneself while simultaneously valuing the dominant culture.

Organizational and Institutional: Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. It is a pattern of social institutions — such as governmental organizations, schools, banks, and courts of law — whose effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color.

Systemic/Structural: Structural Racism in the U.S. is the normalization and legitimization of an array of dynamics — historical, cultural, institutional and interpersonal — that routinely advantage whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism encompasses the entire system of White domination, diffused and infused in all aspects of society including its history, culture, politics, economics and entire social fabric.