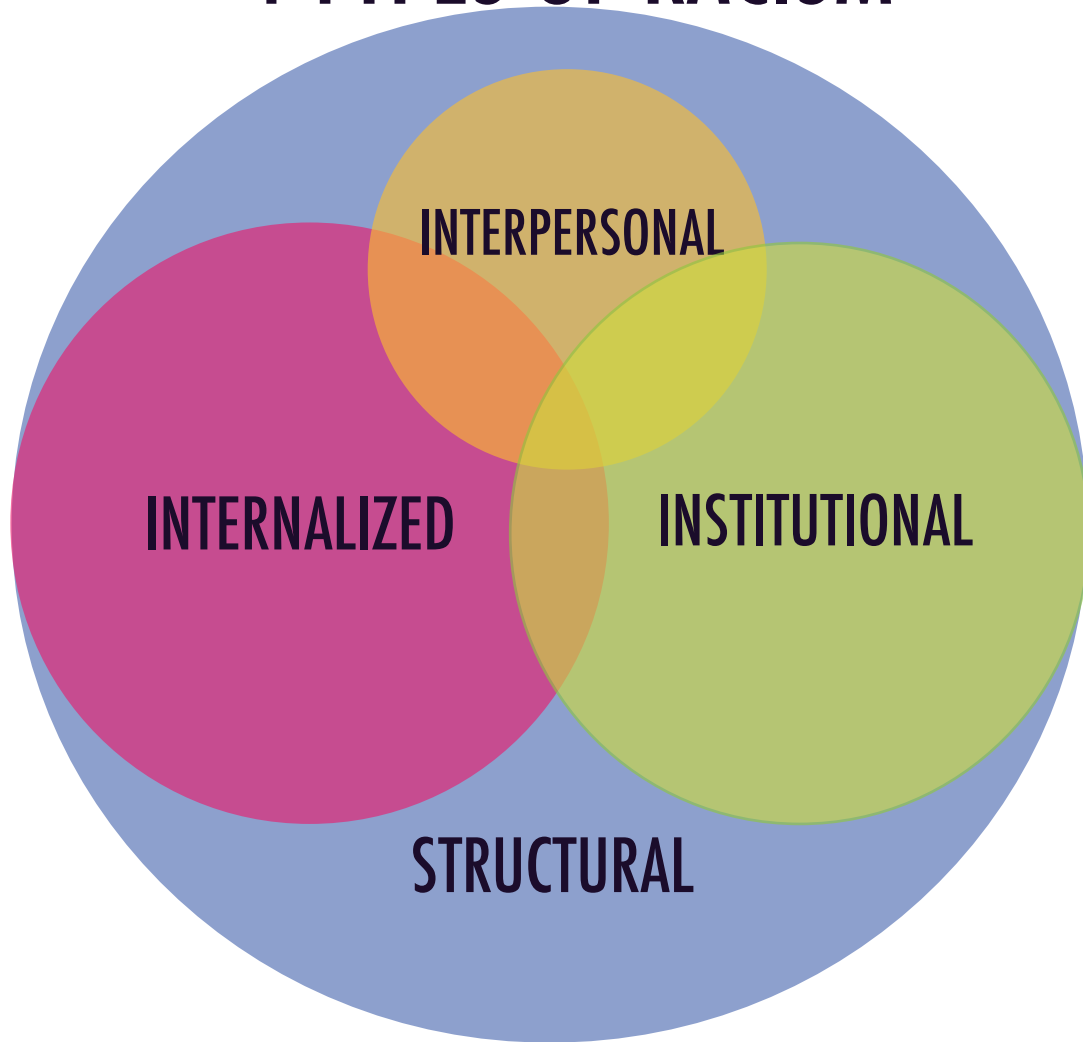


# 4 TYPES OF RACISM



**Racism** is the form of oppression based on race. Unlike discrimination, oppression takes into account power – who is positioned to hold power and who is positioned not to hold power as a result of the ways society has been set up and functioned for generations. In other words, oppression takes into account agent and target group membership. People who identify as Black, Indigenous and People of Color are targets of racism.

**INTERPERSONAL RACISM** - Prejudgment, bias or discrimination by a white individual toward a person of color.

**INSTITUTIONAL RACISM** - Policies, practices, procedures and culture of an institution or system that work better for white people and cause harm to people of color, often inadvertently or unintentionally.

**STRUCTURAL RACISM** - The history, culture and current reality of racism across institutions and/or systems; when the institutional racism of multiple institutions overlaps to form a web of racism impacting people and communities of color. This includes implicit and explicit social narratives about race, such as those perpetuated by the media.

**INTERNALIZED RACISM** - The internalization of the racist stereotypes, values, images and ideologies perpetuated by the white dominant society about one's racial group (Pyke, 2010).

**INTERNALIZED RACIAL INFERIORITY\*** - The acceptance and acting out of an inferior definition of self, rooted in the historical designation of one's race. Over many generations, this process of disempowerment and disenfranchisement is expressed in self-defeating behaviors. Some examples: colorism, isolation, protectionism, addiction, self-doubt, self-hate, rage, shame, ethno-centrism, anti-Blackness, anti-Indigeneity.

**INTERNALIZED RACIAL SUPERIORITY\*** - The acceptance and acting out of a superior definition of self, rooted in the historical designation of one's race. Over many generations, this process of empowerment and access is expressed as unearned privileges, access to institutional power, invisible advantages and inflated self-image based upon race. Some examples: Individualism, paternalism, comfort, control, silence, intellectualization, cognitive dissonance, anti-Blackness, anti-Indigeneity.